Resolutions Adopted by the
International Labour Conference at Its 72nd Session
(Geneva, June 1986)

1

Resolution concerning the Development of Preventive and Protective Measures Related to the Health Risks Associated with Occupational Exposure to Fibres, whether Natural or Artificial

The General Conference of the International Labour Organisation,

Recalling the resolution concerning the improvement of working conditions and environment and the conclusions concerning future action in the field of working conditions and environment adopted at the 70th Session of the International Labour Conference in 1984,

Noting with concern that the use of dangerous substances and the potential risks involved in the production, stocking and distribution of these substances may entail an increase in the occupational hazards faced by large numbers of workers,

Noting the need to evaluate the health risks associated with occupational exposure to dangerous substances and to prevent and control exposure that places workers at risk,

Stressing the corresponding importance of training and further training for all those who in the course of their work are or will be exposed to the hazards inherent in the use of dangerous substances,

Recognising that the full and active participation of the workers and of their organisations is essential to the protection of health and prevention of accidents and to the improvement of working conditions and environment,

Welcoming the increased efforts of the International Labour Office to strengthen and improve its supervision and its activities aimed at eliminating the major risks from the use of dangerous substances,

Bearing in mind the discussion during the 71st and 72nd Sessions of the International Labour Conference (1985 and 1986) on safety in the use of asbestos,

Expressing its concern at the potential risks that the use of fibres, whether natural or artificial, may entail;

1. Invites the Governing Body of the International Labour Office to request the Director-General—
(a) to expedite the health risk assessment of inorganic fibres, whether natural or artificial, other than asbestos, currently under way by the United Nations Environmental Programme—International Labour Office—World Health Organisation [International Programme on Chemical Safety], and to also undertake, as soon as possible, the assessment of organic fibres by the Programme;
(b) to set up, within the limits of the approved ILO resources, a tripartite group of experts, representing all the regions, to study the question of preventive and protective measures related to the occupational health risks due to exposure to fibres, whether natural or artificial, other than asbestos;
(c) to consider the need to draft relevant instruments;
(d) to strengthen the International Labour Office’s technical co-operation and standard-setting activities with the objective to implement the preventive and protective measures related to the occupational health risks associated with exposure to fibres, whether natural or artificial, and to strengthen accordingly the Office’s co-operation with other competent United Nations agencies, particularly the World Health Organisation and the United Nations Environment Programme;

1 Adopted on 23 June 1986.
to emphasise, in the technical assistance and advisory services provided by the International Labour Office in the fields of training, labour inspection and workers' education, the potential health risks arising from occupational exposure to all fibres, whether natural or artificial, and the necessary preventive and protective measures to be taken.

2. Invites the Governing Body of the International Labour Office to call on all member States, on the basis of information already available, to promulgate and implement appropriate laws and guidelines for establishing safety and health standards and conditions in the mining, manufacture, handling and use of certain types of fibres, whether natural or artificial, and to ensure the active participation of the workers' and employers' organisations in the drafting and enforcement of these provisions.

3. Invites the Governing Body of the International Labour Office to call on all member States exporting fibres, whether natural or artificial, to assume an active role in bilateral as well as multilateral technical co-operation.

II

Resolution concerning the Promotion of Small and Medium-Sized Enterprises

The General Conference of the International Labour Organisation,
Noting the report on the Promotion of Small and Medium-Sized Enterprises submitted at its 72nd (1986) Session,
Having discussed national and international experience and development with regard to small and medium-sized enterprises that has taken place since the adoption by the International Conference of
- a resolution concerning the contribution of small and medium undertakings to economic and social progress and to the creation of employment, in particular in developing countries, at its 60th (1975) Session,
- a further resolution concerning the training and retraining of managers in both private and public undertakings as well as the encouragement of the spirit of entrepreneurship especially in developing countries at its 67th (1981) Session,
- the Conclusions concerning the ILO's future activities with regard to the social aspects of industrialisation at its 69th (1983) Session, and
- the provisions concerning small enterprises contained in the Employment Policy (Supplementary Provisions) Recommendation (No. 169) at its 70th (1984) Session,
Having examined the ILO's activities in the field since 1975;
1. Recognises that governments, employers, workers and their respective organisations have interests and responsibilities in the area of small and medium-sized enterprises.

2. Appeals to member States to give effect to the part relating to national and international action in the Conclusions concerning the promotion of small and medium-sized enterprises adopted by the International Labour Conference at its 72nd (1986) Session.

3. Invites the Governing Body of the International Labour Office to request the Director-General to give due consideration to these Conclusions in ILO action and activities.

Conclusions concerning the Promotion of Small and Medium-Sized Enterprises

I. INTRODUCTION

1. A universally accepted definition of small and medium-sized enterprises (SMEs) does not exist. It is more appropriate for each country to develop its own

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1 Adopted on 23 June 1986.
definition according to national, social and economic conditions. With this qualification in mind, the following conclusions are relevant to various types of SMEs irrespective of management or type of ownership.

2. SMEs can play a significant role by marshalling entrepreneurial initiative into the economic and social development of all countries side by side with large-scale enterprises with which they should enjoy a balanced interdependence.

3. SMEs are one of the vehicles for social progress, for employment creation, for stimulating investment at lower cost, for performing complementary activities to those performed by large firms and for supporting policies of regional and local decentralisation of economic activities. Furthermore, they can stimulate the development of a pool of managers, entrepreneurs and skilled workers.

4. Because of the above factors many governments have adopted policies, including tripartite policies, established institutions and set up programmes to promote SMEs. These initiatives vary from one country to another. Furthermore, the pace of progress in these countries has been uneven.

5. In their various initiatives governments should fully involve employers and workers and their respective representative organisations. This tripartite approach applies to all the conclusions which follow.

II. NATIONAL AND INTERNATIONAL ACTION

6. When deciding actions directed towards the promotion of SMEs account should, as appropriate, be taken of national circumstances.

Role of governments

7. Governments should—

(i) in national development policies and plans, define explicitly and recognise the social and economic contributions of the SME sector and the actions to be taken to enable SMEs to make these contributions;

(ii) make one of their primary objectives the creation and maintenance of a social and economic climate conducive to the enhanced rate of creation and healthy development of SMEs with particular attention to employment creation and other economic goals and measures such as stable currencies, low rates of inflation, removal of barriers to trade, availability of finance at appropriate interest rates and equitable levels of taxation;

(iii) review the regulations and administrative procedures of the various departments and agencies governing the creation and operation of all forms of enterprises with a view to simplifying and streamlining those regulations and procedures where compliance imposes a disproportionately heavy burden upon SMEs, while at the same time fully protecting workers' rights;

(iv) in the design and execution of programmes of promotion of SMEs, bear in mind the heterogeneity of SMEs in respect of size, type of activity, geographical location, etc., which requires different approaches for different sectors and target groups;

(v) in addition, build a climate conducive to growth, providing incentives to enhance the creation, survival and growth of SMEs. Such measures could be for fixed or extended periods in accordance with national conditions and experience;

(vi) where appropriate, be prepared to facilitate the execution of SME promotion programmes by other organisations including organisations of employers and workers and NGOs, and to evaluate the success of such programmes;

(vii) design and execute programmes of promotion of SMEs, as far as possible on a decentralised basis, in conjunction with individual local and regional programmes, using the "one-window" format whereby all the compo-
nents of an assistance package are available from or through a single institution, where appropriate;

(viii) devise, if necessary, appropriate legal provisions for the establishment of SMEs taking into account the size of the enterprise, entrepreneurial risks, and the possibilities of co-operation between enterprises;

(ix) establish and promote the production of statistics specifically identifying SMEs, without placing an undue burden on the enterprises concerned.

Role of trade associations

8.

(i) Associations should intensify their actions in respect of SMEs both in promoting the interests of SME members and in enhancing the effectiveness of government programmes of assistance to SMEs; they should provide training and advice on managerial and financial aspects and on labour relations, working conditions and international labour standards;

(ii) very small enterprises, cottage industries, artisans, craftworkers, etc., should be encouraged to organise themselves voluntarily on a trade or cooperative basis which could be affiliated with other associations of their choice.

Other NGOs

9. NGOs should participate actively in SME promotion programmes, particularly those aimed at special target groups and sectors (e.g. urban informal sector and rural areas, women and youth) in which the special characteristics of NGOs make them extremely valuable collaborators.

Developmental activities

10. National SME development strategies and programmes should differentiate between the promotion of existing and the creation of new enterprises. In both cases, approaches need to be comprehensive in that they should comprise a combination of several types of assistance, such as credit, management training, counselling, extension services, entrepreneurship development, industrial estates, workshop clusters, common facilities, ancillary equipment, raw materials procurement, promotion, where appropriate, of legitimate subcontracting or franchising, technological information services, product design and development, trade or export promotion, etc.

Management training and entrepreneurial development

11.

(i) SMEs, particularly in developing countries, need to reinforce management training for various types and sizes of SMEs. Training should be given at a wide variety of institutions, including educational institutions and professional organisations. The principal types of training needed include technical and vocational training of managers and workers, and management training of managers and owners. Regarding training methods, there is a great need actively to develop practical forms of group training and effective learner-based self-development methods through continuing education programmes;

(ii) in management training, special emphasis should be placed on business planning, organisation of work, loan negotiations, purchasing and inventory management, marketing, financial control, personnel management and occupational safety and health;

(iii) there is an acute need for entrepreneurship development courses to improve latent entrepreneurial talent. Entrepreneurship development should be open to both men and women on an equal basis and should be diversified for special categories such as youth, refugees, redundant civil
servants and public and private sector employees, jobless persons, migrants and handicapped persons;

(iv) vocational training in many countries needs to be associated with complementary programmes combining it with management and entrepreneurial training which could stimulate the trainees' interests in creating small enterprises or becoming self-employed;

(v) where a need exists, it is necessary to expand the pool of trainers and other professionals and consultants such as accountants, solicitors, industrial relations specialists, business administrators, industrial engineers and teachers specialised in assisting SMEs;

(vi) in order to encourage better practices in SMEs and better curricula in educational and training institutions there is need to promote collaboration between them.

**Extension services**

12. There is a need to reinforce and decentralise extension services and study ways of making these services more effective.

**Technology**

13.

(i) SMEs are an important source for the development of new technologies, particularly in industrialised countries. The need exists for the adaptation of technology to local and SME needs, especially in developing countries, for appropriate research and for the dissemination of information on appropriate technology and the training of managers and workers in its application. The transfer of obsolete technology which is hazardous should be prohibited;

(ii) the establishment of technology centres that provide assistance in technology choice and the use of mass media particularly in disseminating information on technology to rural areas as well as the use of extension agents trained in specific technologies should be supported. Increased industrial and technological co-operation between developing countries and between them and a developed country in transferring and adapting technology to SMEs also deserves strong support. Furthermore, developing countries will need to redirect their existing research and development efforts specifically to promote introduction of new technologies, taking into account social and economic priorities and impacts;

(iii) universities and technical colleges should be given a greater role in the development and dissemination of technologies in conjunction with SMEs.

**Marketing**

14.

(i) The development, encouragement and expansion of internal and external markets is a major preoccupation for SMEs. Some SMEs feel they do not have the opportunity to compete freely and to have access to distribution channels and some suffer from unfair competition. Marketing assistance could be effectively developed by promoting linkages between enterprises of various sizes, by way of legitimate subcontracting, where appropriate, franchising or other forms of inter-firm co-operation;

(ii) some governments allocate preferentially a range of sectoral activities for SMEs. This can, under certain circumstances, be workable, provided this privileged treatment is limited in scope and time. Public procurement from SMEs should be encouraged;

(iii) organising SMEs for export marketing should be encouraged through co-ordinated efforts, assisting in quality standards, and in providing information on foreign markets as well as by assisting them in representation overseas.
Finance

15. (i) To help strengthen the financial position of SMEs it is necessary to have a good network of financial institutions and programmes to facilitate the flow of capital to them at appropriate rates of interest;
(ii) governments should also seek by various means to encourage entrepreneurs to use their own funds;
(iii) whereas in some industrialised countries institutions such as development banks and commercial banks are paying more attention to the needs of SMEs, in most countries and to a greater extent in developing countries, every effort must be made to encourage banks and development corporations to assist SMEs. In this connection the establishment of schemes such as guarantee funds and programmes can be helpful;
(iv) capital is particularly tight for newly established entrepreneurs and for rural producers and craftworkers. In this respect, governments should establish specific trust funds. The use of non-traditional sources of financing such as co-operatives, associations or solidarity organisations can be helpful;
(v) in many countries, there is a need to liberalise or ease the terms of loans and to simplify the procedure and expedite the granting of loans to SMEs. Equally, the training of bank personnel in appraising and supervising small loans needs to be intensified;
(vi) initiatives aimed at the establishment of sound venture capital concerns and joint ventures need to be supported.

Labour and social aspects

16. (i) The promotion of SMEs should be accompanied by sound policy to protect the legitimate interests of workers in this sector, including recognition of the important role of their organisations;
(ii) such a policy should strive at improving and ensuring the safety and health as well as satisfactory working conditions for those employed in SMEs;
(iii) compliance with international labour standards should be adhered to;
(iv) those standards dealing with child labour and freedom of association have been highlighted for particular attention;
(v) recognising the need to promote the establishment and maintenance of tripartite consultative machinery at national level to deal with industrial relations, there is equally a need to disseminate information about good personnel policies in SMEs and to train managers and workers as well as labour administrators in sound industrial relations relevant to this sector;
(vi) similarly, a need exists for reviewing industrial legislation and directives so as to streamline and simplify administrative procedures, while fully protecting workers' rights;
(vii) attention should be given to the status of small entrepreneurs in national social security systems.

17. In developing policies relating to SMEs, governments should give clear recognition to the requirement that the prospect of legitimate profits, which should be equitably distributed, is essential to the establishment and maintenance of any business.

Sectoral and target group activities

18. In the interests of enhancing the effectiveness of SME promotion programmes, consideration should be paid to the use of sector-specific and target group-oriented programmes.
Rural development

19. (i) For developing countries in particular, the promotion of small enterprises in rural areas should command a high priority. Effective training programmes backed up by extension services and assistance in credit need to be developed at the grass-roots level;

(ii) NGOs in particular play a very useful role in this respect and their efforts need to be supported.

Informal sector

20. In view of their importance for employment creation, in particular in developing countries, small enterprises in the informal sector can require intensified action by governments and non-governmental organisations with the aim of integrating them into the national economy. This approach could involve assistance substantially different from assistance to small enterprises in general and require special delivery channels, able to take into account the characteristically low levels of schooling, skills, capital and know-how, and be capable of adopting participative, informal approaches.

Youth

21. Every effort should be made to promote the employment of youth. Within this context, initiatives to inject elementary management and entrepreneurial training in vocational, technical and normal education deserve to be supported. Such efforts could stimulate self-employment and introduce an awareness of the potential that exists for creating SMEs.

Women

22. Women constitute an important part of the working population, especially in SMEs. However, many still suffer from social and economic discrimination in employment, education and training, working conditions and access to income-earning possibilities. Positive action must be taken at the national and international levels to ensure equal opportunities in employment, training, finance and access to all facilities aimed at promoting SMEs. Every effort should be made to promote the equal access of women to general SME development programmes. The impact of such programmes on the situation of women should be continuously monitored.

The disabled

23. Promising possibilities exist for the disabled to be associated with the creation or operation of certain types of SMEs either in sheltered or in open employment depending on the disability. Efforts should be made to encourage initiatives taken in this direction.

III. FUTURE ACTION BY THE ILO

24. The contribution made by the ILO to the development of SMEs and entrepreneurship has been considerable. In addition to promoting new ideas and sensitising member States to the potential of the sector and to its various problems, the ILO has provided specific assistance to member States in a number of cases. However, the importance of the sector to employment generation and the fact that entrepreneurial initiative and SME development continue to face serious difficulties in many countries, call for an expansion and intensification of the ILO's efforts in SME promotion within the limits of the ILO's mandate. These efforts should be co-ordinated with the programmes of other national and international organisations.

25. The establishment of an Office-wide action programme in this area should be pursued. SME promotion and entrepreneurship development should play a major role in the ILO's activities in employment development, in the rural and informal sectors as well as in programmes for youth and women and those priority
sectors where economic and social development is particularly difficult. Small enterprise and entrepreneurship development should be treated as an area of special emphasis in the ILO mid-term plans and biennial programmes and budgets. In this connection, the ILO should allocate more financial resources and personnel to its activities directly related to the assistance of SMEs, as much as possible by shifting resources from other programmes more remote from direct application. Increased attention ought to be paid to labour and social aspects of SME development.

26. While fully respecting the specific social and economic conditions under which SMEs develop in every member State, ILO programmes should focus on identifying common trends and problems and enhancing exchange of experience among countries. The tripartite approach should be consistently applied to all ILO programmes aimed at SME promotion. Member States should be encouraged to develop tripartite machinery for establishing and monitoring SME development policies and programmes.

Promotion of SMEs

Government involvement

27. (i) The ILO should continue to study ways and means whereby governments promote and assist SMEs and provide advice in specific instances at governments' request. Comparative studies of government policies, programmes and institutional arrangements should be published. Training of policy-makers concerned with SME promotion should be expanded with the participation of the Turin Centre and the regional centres; (ii) technical assistance in specific developmental activities such as training or finance should be based on a thorough study of the policy environment for SME development and of specific SME needs.

Employers' organisations

28. (i) The ILO, in particular through its Employers' Activities Programme, should assist in strengthening, or, where they do not already exist, in establishing, employers' organisations able to represent SMEs and their interests. SMEs should be encouraged to become active members of these organisations; (ii) the ILO should assist employers' organisations in developing advisory, training and other services for SMEs. Technical experts employed by these organisations should be provided with adequate training; (iii) employers' organisations should recognise the important role of workers' organisations in representing the legitimate interests of workers.

Trade unions

29. Recognising the significance of the SME contribution towards national, social, economic and productivity gains, assistance to trade unions warrants ILO action by providing special training programmes for trade union officials relevant to the SME and informal sectors. Trade unions should also— (i) play a role in the promotion of SMEs and in the informal sector; and (ii) obtain necessary information on working and employment conditions in SMEs.

Other non-governmental involvement

30. The ILO should support the idea of using the services of NGOs, national and international, for promoting entrepreneurship and small enterprise creation, and assisting entrepreneurs, in particular in rural areas and the informal sector. Contacts with interested NGOs should be intensified and their training needs identified. The ILO can develop training programmes and packages for use by
NGOs' staff, thus contributing to the improvement of standards in this assistance. Consultations and workshops for NGOs should be organised in collaboration with donor agencies that are keen to increase the NGOs' role in SME promotion.

International institutional support

31. Contacts with other organisations, international and national, including development banks and financing agencies, and training exchange programmes should be strengthened with a view to increasing the volume and improving the coordination and impact of assistance programmes for the SME sector. Coordination should concern not only resource allocation and the definition of sectoral and regional priorities, but also the policy approach taken and the intervention methods applied by specific programmes and projects, which should be closely connected with the economic and social development policies and plans of the countries concerned.

Developmental activities

Training and education

32. (i) The ILO should encourage and support the development of training, advisory and extension services for SMEs and entrepreneurship development by providing policy guidelines, assisting in training needs assessment and programme design, training trainers and producing appropriate training materials. This assistance should cater for specific categories of people in the SME sector, such as would-be and new entrepreneurs, self-employed persons, SMEs facing expansion opportunities or SMEs in difficulties;

(ii) experience with successful training and assistance programmes such as Improve Your Business should be used for producing similar materials for specific client groups, including materials in local languages;

(iii) SME managers and entrepreneurs should be helped to learn from successful managers in both industrialised and developing countries through case materials, workshops, factory visits, study tours, business clinics, etc. Similar endeavours involving workers should be developed. Increased attention ought to be paid to new training technologies aimed at achieving a high benefit/cost ratio of training services;

(iv) using its experience and influence, the ILO should encourage member States, as well as technical and donor agencies active in the education sector, to re-examine the relevance of education to the needs of industrial and business practice. Major reforms may be necessary in order to prepare graduates for self-employment and business creation.

Information and research on SMEs

33. (i) As SME development suffers from an acute shortage of information and decisions are often based on beliefs rather than hard data, the ILO should help member States to build up effective and reliable information services needed by entrepreneurs and SME managers as well as by decision-makers responsible for SME promotion. This information should cover issues such as investment, marketing and export opportunities, sources of technology and finance, training and advisory services available, as well as labour and social aspects;

(ii) the ILO should consider the feasibility of establishing a co-ordinated international information service on SMEs, using and supplementing the information services that may exist in some member States and in other international agencies;

(iii) in certain cases new research studies will need to be undertaken or encouraged by the ILO to obtain information on significant trends and on problems of SMEs requiring remedial action or special assistance.
Technology for development

34.  
(i) Within its resources and technical possibilities, the ILO should expand its work on providing information on technologies of interest to SMEs in developing countries and help member States to devise policies that encourage local research, appropriate technological choices and adaptation of technologies to local conditions;  
(ii) technology transfer between SMEs in various countries and other forms of technological co-operation, including their training and social implications, will also require increased ILO support.

Marketing

35.  
(i) New forms of assistance to SMEs in marketing their products, including export marketing, should be given consideration in collaboration with other agencies such as the International Trade Centre. In many countries SMEs ought to be helped to become more export-oriented and meet necessary design, quality and cost standards;  
(ii) legitimate subcontracting and other forms of co-operation between larger and smaller enterprises should be encouraged through training and information services.

Finance

36.  
(i) The critical importance of finance to SME development calls for special ILO attention. Collaboration with funding and donor agencies should be enhanced. The ILO should try to influence the lending policies and procedures of financial and other institutions in order to help SMEs to obtain better access to credit;  
(ii) training and advisory services ought to be provided in addition to credit and financial assistance. The ILO should pursue its efforts in training staff of development and commercial banks which are involved in lending to small firms, as well as in training aimed at improving the design of projects and the preparation of loan requests. Further training manuals on financial control and accounting in SMEs should be developed and disseminated;  
(iii) the ILO should express to the World Bank and other international agencies responsible for economic and financial policies the urgent need for these agencies to examine the problem of the burden of foreign debt that weighs heavily on many developing countries and should ask that these agencies consult the ILO on all matters relating to social and labour aspects of the problem, particularly those relating to SMEs.

Labour and social aspects

37.  
(i) ILO programmes should give greater attention to conditions of work and employment as well as the social security of workers in SMEs, which have received little attention in past years. This should be remedied by studies, recommendations to member States, advisory services, organised exchange of experience and training and dissemination of information concerning essential labour and social aspects such as the application of international labour standards in the SME sector;  
(ii) the promotion of labour legislation and inspection, health and safety and the abolition of child labour are also priority areas for ILO action;  
(iii) the ILO should encourage assistance for workers in the case of termination of employment due to business failures, restructuring and relocation of SMEs.
Sector-specific activities

Rural development

38. Assistance with SME and entrepreneurship development in the rural sector will be a priority area of the ILO's action for many years. Actions and services suggested by these recommendations should therefore in many cases be oriented towards the rural sector. Appropriate training and development programmes should be applied to reach artisans and potential entrepreneurs in rural areas.

Informal sector

39. (i) Based on objective studies of the informal sector's problems and potential in particular countries, ILO programmes should focus on assisting entrepreneurs and self-employed individuals in the informal sector through training, information, workshop facilities, technical advice and similar activity. The ILO also should ensure the protection of the legitimate rights of workers in this sector;
(ii) because of the nature and magnitude of the problems of the informal sector, the ILO should consider placing it as an agenda item of a future Conference.

III

Resolution concerning Development, Foreign Debt and the Social Objectives of the International Labour Organisation

The General Conference of the International Labour Organisation,
Reiterating the principles of the Constitution and of the Declaration of Philadelphia, whereby universal and lasting peace can be established only if it is based on social justice, poverty anywhere constitutes a danger to prosperity everywhere and national and international policies and measures, in particular those of an economic and financial nature, should be accepted only in so far as they may be held to promote the material well-being and spiritual development of human beings, 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 forth national and international policies for economic and social development, employment creation and eradication of poverty, and the resolutions concerning the strengthening of action for the least developed countries adopted by the International Labour Conference at its 70th Session in 1984 and by the Tenth Asian Regional Conference in 1985,

Considering that, as a body committed to promoting and preserving the social well-being of workers, the International Labour Organisation cannot remain aloof from the preoccupations of the developing countries and from the ever-increasing social and political tension generated by the world economic crisis,

Recalling that in the Declaration of Philadelphia the Conference pledged the full co-operation of the International Labour Organisation with such international bodies as might be entrusted with a share of the responsibility for effective international action to expand production and consumption, to avoid severe economic fluctuations, to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products and to promote a high and steady volume of international trade,

Considering that the external debt of the developing countries and the net transfer of resources from them to developed countries have reached alarming

1 Adopted on 24 June 1986, by 318 votes to 11, with 32 abstentions.
proportions, which, together with other economic factors, thereby compromise the progress of their peoples and their levels of employment and income, rendering it more difficult to satisfy the basic needs of their inhabitants and, at the same time, accentuating the imbalance in terms of trade to the detriment of all countries, giving rise to tensions that undermine the living standards and the dignity of the workers and contributing to making social peace more precarious,

Noting that the problems of developing countries are further aggravated by their heavy financial obligations and by the application of strict adjustment policies with a view to improving the balance of payments and reimbursing debts and their high interest, thus leading to large transfers of wealth abroad, to the detriment of employment, social services and economic development, and that such adjustment policies may seriously compromise compliance with international labour Conventions, particularly those relating to fundamental trade union rights,

Considering that the external debt crisis in most developing countries, worsened by the current world-wide economic crisis, is directly related to the present unbalanced economic and social situation,

Recalling that, at its 70th (1984) Session, the General Conference invited all 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 and to consult employers' and workers' organisations when they consider their response to countries' needs,

Stressing that structural adjustment and development policies require active and effective co-operation between governments, and employers' and workers' organisations.

Recalling also that, at its 70th Session, the General Conference called on the Governing Body to request the Director-General to convene a tripartite meeting to which should also be invited international agencies with an economic mandate in order to examine the world economic situation in the light of the social objectives of the International Labour Organisation,

Considering that the Programme and Budget approved at the 71st (1985) Session of the Conference envisages the convening of a high-level policy meeting to review the impact of international trade and financial and monetary policies on employment and poverty,

Considering that, in its 1985 and 1986 reports, the Committee of Experts on the Application of Conventions and Recommendations has reflected a deep concern that economic recession and the spiralling debt situation have created unprecedented employment problems and has attached vital importance to co-ordination between the International Labour Organisation and the major international organisations with an economic mandate,

Recalling the resolution concerning growth, development and foreign debt, adopted by the 12th Conference of American States Members of the International Labour Organisation in 1986, which appealed to all States participating in the meeting to continue adopting appropriate measures to stabilise the main international currencies, reduce interest rates and negotiate a strategy for debt payments, and to introduce the necessary structural and financial reforms so as to allow the indebted countries to participate fully in the process of world-wide economic growth within an open market in which the terms of trade are equitable, maintaining and increasing market access for the exports of developing countries,

Believing that realistic solutions must be found to the international debt crisis, which remains a formidable obstacle to the process of economic and social recovery in a large number of developing countries and in the world in general and that it is necessary to make common efforts to seek just solutions to this problem as one of the elements of international economic security,

Noting in this connection the initiative of developing countries to convene an international monetary conference under United Nations auspices with due regard for the interests of all States;

1. Expresses its profound concern at the situation created in numerous developing countries by their accumulation of a huge external debt and by the net
transfer of resources, which are crucial economic factors that, as long as they exist, will continue to compromise the material well-being of the population and social peace in those countries and therefore the achievement of the objectives embodied in the Declaration of Philadelphia and the Constitution of the International Labour Organization.

2. Invites the Governing Body of the International Labour Office to call upon the governments of all States Members of the International Labour Organisation—
   (a) to ensure that their policies for economic recovery and development are geared towards an equitable and balanced distribution of the burden of the crisis within and between nations;
   (b) to pursue policies which lead to sustained and non-inflationary economic growth and increased social welfare, and to devote priority consideration in this context to the urgent need to reduce high unemployment, to protect the levels of income and purchasing power of working people and to improve those of the least privileged groups in society;
   (c) to examine jointly the problems involved in easing the burden of debt servicing taking into account the capacity to pay based on export incomes, the needs of development and the economic and social requirements of developing countries;
   (d) to support the efforts of competent international organisations as well as national efforts which are working towards the restructuring of international economic relations on an equal and just basis in order to realise the full potential of the developing countries for economic and social development;
   (e) to encourage a dialogue among governments, international financial institutions and investors to find practical means of resolving the problems of financial resources and indebtedness and to find a more balanced solution to the international economic and social situation as well as improvements of the international monetary system.

3. Invites the Governing Body of the International Labour Office to call on the governments of all member States, and particularly those of creditor States—
   (a) to take adequate steps with a view to stabilising the main international currencies as well as reducing interest rates to realistic levels and extending the periods of debt payment;
   (b) to increase the volume of development assistance to the developing countries, particularly the least developed amongst them, so as to allow the latter to fight poverty and to participate fully in the process of balanced world-wide economic growth;
   (c) to maintain and increase market access for the exports of developing countries within an open and fair world trading system, and to contribute fully to efforts to stabilise and expand commodity trade on the basis of an adequate return to developing country exports in order to expand job opportunities in those countries.

4. Invites the Governing Body of the International Labour Office to call upon the governments of all States Members of the International Labour Organisation in the developing world, and in particular those of the main debtor countries, both to promote joint activities to find an equitable and just solution to the external debt problem, taking into account the social implications, and to promote wealth creation on an equitable basis.

5. Invites the Governing Body of the International Labour Office to request the Director-General—
   (a) to take the necessary steps in order to strengthen the role and influence of the International Labour Organisation in international discussions affecting decision-making concerning economic, industrial, trade, co-operation and monetary policies with a view to ensuring that social and labour considerations will be taken fully into account;
   (b) to ensure that international financial agencies take fully into account the social and political situation of those countries needing their help, as well as the key
part that the expansion of employment and the protection of incomes must play in any strategy to promote stable economic and social development;

(c) to remind member States of the need to observe international labour Conventions guaranteeing freedom of association and promoting tripartite national co-operation, giving particular attention to problems of employment, development of human resources, levels of wages and protection of workers' rights, in both the urban and the rural sector;

(d) to prepare and convene the proposed high-level meeting at the earliest possible date so that it can examine, in the light of the social objectives of the International Labour Organisation, the present world economic situation and, in particular, the impact of international trade and financial and monetary policies on employment and poverty, and communicate the conclusions and recommendations of this meeting to member States, to employers' and workers' organisations and to the competent international organisations;

(e) to take the necessary measures in order to support result-oriented negotiations, within the framework of the United Nations, in which all States could take part on an equitable and fair basis with the aim of a complex consideration of the various aspects of international trade and monetary and financial relations.

IV

Resolution concerning Workers' Access to Education and the Role of the International Labour Organisation

The General Conference of the International Labour Organisation,

Recalling that Article 26 of the Universal Declaration of Human Rights and Article 13 of the International Covenant on Economic, Social and Cultural Rights affirm that everyone has the right to education,

Emphasising that equal access to education and equal opportunities for education are fundamental prerequisites for the exercise and enjoyment of this human right and for the development of society,

Stressing the vital impact of the opportunities for and the quality of education on the chances for workers to find gainful employment and to participate positively in all aspects of the social and economic life of society,

Emphasising the need for adequate educational standards to be used for the development of personality and to the benefit of society,

Affirming the need in many countries to develop more integrated education systems comprising both a formal education component and a broad network of non-formal education and training activities involving workers and adults in general,

Recalling the resolution concerning the activities of the International Labour Organisation in the field of workers' education, adopted by the International Labour Conference at its 46th Session in 1962, which stated that workers' education is essential for promoting human rights, social progress, economic freedom and development,

Recognising the responsibility of the United Nations Educational, Scientific and Cultural Organisation in dealing with matters related to education within the United Nations system,

Recalling the ILO Declaration of Philadelphia, which recognises, inter alia, the obligation of the International Labour Organisation to support programmes of cultural development and to promote equality of opportunity in education and training,

Recognising the vital role in workers' education in many countries of trade unions and employers and the need to promote the active participation of the social partners in developing and carrying out programmes of workers' education,

Adopted on 24 June 1986.
Welcoming the measures adopted in a number of States Members of the International Labour Organisation in order to reduce inequalities of opportunity in education and, more particularly, to provide relief from social, economic and cultural handicaps in this regard,

Referring to the existing international labour instruments, such as the Paid Educational Leave Convention (No. 140) and Recommendation (No. 148) of 1974, and the Human Resources Development Convention (No. 142) and Recommendation (No. 150) of 1975, and regretting that they have so far been ratified by only a limited number of member States,

Welcoming the co-operation between the International Labour Office, the United Nations Educational, Scientific and Cultural Organisation and other United Nations bodies concerned, aimed at promoting workers' access to education by means of international standard-setting and technical assistance programmes and at enhancing the use of new educational methods and institutions for this purpose;

1. Calls upon the governments of all States Members of the International Labour Organisation to adopt measures for the progressive introduction and improvement of integrated education systems which genuinely afford workers and low-income groups access to various forms, including the highest levels, of education and training on an equal footing. Such measures should include whenever possible—

(a) the improvement of, as well as broader and freer access to, formal education systems through a better adaptation of curricula and programmes to the realities of working life as well as through the provision of adequate financial support and facilities to the economically and socially less privileged sections of the population;

(b) the creation and development, by means of public funds and as an integral part of the national education systems, of additional types of non-formal education programmes and teaching methods, as well as the provision of facilities for recurrent education in various fields, irrespective of the individual's age. Whenever appropriate, co-operation should be pursued and encouraged in this respect with relevant non-formal and non-governmental institutions such as employers' and workers' organisations;

(c) national programmes, designed to offset existing inequalities in education, which may include pre-school education, compensatory education at primary level, extension of the period of schooling, and comprehensive education at secondary level;

(d) specially adapted programmes and curricula for complementary formal and non-formal education in the rural areas involving the optimal use of resources and infrastructures provided by employers' organisations, rural workers' organisations, workers' co-operatives and community institutions.

2. Further calls upon the governments of States Members of the International Labour Organisation—

(a) to ratify and embody fully in their national policies the international labour instruments dealing with workers' education and training;

(b) to establish national advisory bodies, involving the participation of employers', workers' and other competent organisations, for the identification and development of additional methods of non-formal education;

(c) to implement training assistance programmes to provide for free access of all workers to an occupation of their own choice, corresponding to their capacities, and to develop continuous education and training so as to allow genuine advancement in accordance with the requirements of technological progress and economic and social development, taking into account the specific needs of women workers and of certain categories of workers such as young people, migrant workers and disabled workers.

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

(a) to collaborate more closely with national and international employers' and workers' organisations, with a view to identifying the subject areas that are of
new or regained interest for employers' and workers' organisations and to place stress on the existing possibilities of protecting at the national and international levels freedom of association and trade union rights as defined in the relevant ILO instruments;

(b) to allocate the necessary financial resources for giving new impetus to designing ILO workers' education programmes that would enable workers to be prepared both to meet the increasing requirements imposed by the production process in terms of skills, as a result of the introduction of new technology, and to face the social consequences deriving from workers' position in society;

(c) to utilise increased financial resources for workers' education with a view to--

(i) expanding activities for the training of educators, innovators and inventors, particularly in developing countries;

(ii) providing greater technical and material support to workers' organisations, both national and international, so as to facilitate their own workers' education programmes;

(d) to provide, in the context of the International Labour Office's technical co-operation activities, adequate direct support to national training schemes, including those initiated and carried out by employers' and workers' organisations;

(e) to make every effort to incorporate, in a systematic manner, basic aspects of workers' education as a component in the International Labour Office's vocational training activities;

(f) to strengthen the International Labour Office's co-operation with the United Nations Educational, Scientific and Cultural Organisation and other relevant United Nations bodies with a view to promoting workers' access to education through international standard-setting and technical assistance programmes as well as by stimulating the development of new types of educational methods and institutions for this purpose;

(g) to devote particular attention to the problems related to workers' access to education in his Report to an early session of the International Labour Conference;

(h) to supply member States with the necessary help and advice with a view to ensuring the widest possible ratification and application of Conventions Nos. 140 and 142;

(i) to further improve the manuals published within the framework of the workers' education programme of the International Labour Organisation, to broaden the range of the issues to be examined and to continue to pay attention to the dissemination through these manuals of the experience of countries with different economic and social systems.

4. Calls on the Governing Body of the International Labour Office to request the member States, on the basis of article 19 of the Constitution of the International Labour Organisation, to submit reports on the position of their law and practice with respect to the application of the Paid Educational Leave Convention (No. 140) and Recommendation (No. 148) of 1974, with a view to enabling the Committee of Experts on the Application of Conventions and Recommendations to identify the difficulties which prevent or delay the ratification and implementation of these instruments by member States.

V

Resolution concerning Young People

The General Conference of the International Labour Organisation,

Welcoming the decision to place item V, "Youth", on the agenda for discussion at the 72nd Session of the Conference;

1 Adopted on 25 June 1986.
1. Notes the developments in the International Labour Organisation to strengthen activities in favour of youth.

2. Recognises that the problems faced by young people, particularly in the area of unemployment, require intensified action in order to provide youth with a secure future, respect for basic rights, equal opportunities and equal access to appropriate forms of education and vocational training which should lead to the goal of full, productive and freely chosen employment.

3. Urges member States and the Governing Body of the International Labour Office to instruct the Director-General to take note of the attached Conclusions and, where recommended, take necessary action aimed at addressing the problems of youth.

CONCLUSIONS

The General Conference of the International Labour Organisation,
Having noted the 72nd Session (1986) report on youth,
Having discussed national and international issues and developments which relate to the position of young people in today's circumstances,
Having recognised developments in the International Labour Organisation relating to young people, in particular
- the resolution concerning young people and the ILO's contribution to International Youth Year, adopted at the 69th (1983) Session;
- the Employment Policy Convention and Recommendation, 1964;
- the Employment Policy (Supplementary Provisions) Recommendation, 1984;
- the Human Resources Development Convention, 1975;
- the Reports of the Director-General to the 68th and 69th Sessions, which examined respectively youth employment and child labour;

Acknowledging that governments, employers and workers have concern for and responsibilities in the field of young people,
Having considered reports on the issue of young people and noting that
- throughout the world young people constitute a large part of the population;
- the number of young people in developing countries is expected to increase substantially by the year 2000;
- in many countries young people in particular have been severely affected by unemployment, underemployment and some inadequacy of vocational training;
- employment opportunities for young people are strongly related to the overall growth of national and regional economies and expanding trade and commerce throughout the world, as well as to adequate administrative arrangements;
- the relationship between a strong basic general education and vocational training and future employment of young people is important;
- it is the duty of all to offer to young people a secure future, to respect their basic rights, to provide equal opportunities and equal access to various forms of education and vocational training and to facilitate entry into stable open-market employment with the aim of meeting the needs of young people and society;
- the continuing development of science and technology is changing the requirements for the education and vocational training of young workers;
- despite the efforts which have been made, large numbers of young people remain outside of the production process and others find the training they have received unsuitable for the work available;
- there is an urgent need for member States to have specific programmes for young people and employment, and that short-term training and job creation programmes, while they may enhance employability of participants in certain circumstances, are no substitute for regular full-time work;
the participation of young men and women in national development is important for the life and evolution of society, and that young people place a high value upon the need for a better future for humanity, the protection and enhancement of the environment and the safeguarding of peace;

Appeals to member States and the ILO to give effect to the following Conclusions.

DEMOGRAPHIC TRENDS OF YOUNG PEOPLE

1. The estimated world population of young people between the ages of 15 and 24 in 1985 was approximately 941 million. Of this number approximately 755 million, or 80 per cent of the world's population of young people, came from the less developed countries of the world. The world's population of young people is projected to approach the 1,000 million mark by the year 2000. Even more alarming is the fact that the number of young people from less developed countries is forecast to increase to approximately 881 million by the year 2000. By the year 2000, approximately 84 per cent of the world's young people will come from the less developed countries. This anticipated situation is in direct contrast to the projected change in the population of young people in the more developed countries, which is expected to decline in absolute terms.

2. Solutions to employment problems of young people must be relevant to situations in different countries and regions, taking into account, inter alia, variations in demographic trends.

GENERAL ECONOMIC AND EMPLOYMENT POLICY

3. One of the basic aspirations of the vast majority of young people is to improve their access to full-time employment opportunities with fair conditions of work, career prospects and job satisfaction. Meeting these aspirations in many countries is dependent on higher and sustained rates of global economic growth so as to achieve a significant expansion in labour demand generally, since both the quantity and quality of employment opportunities for young people are closely associated with the functioning of the overall economy. In particular, co-ordinated economic and social policies both at the national and international levels which facilitate the achievement of more stable and fair commodity and financial markets and an expansion of international trade, including a freer access to international markets and based on the principles of equality and mutual advantage, are necessary macro-economic preconditions for a substantial reduction in the current high levels of unemployment among young people.

4. Young people in many countries tend to experience disproportionate difficulties in periods of recession and their points of entry to the labour market are further restricted by such factors as their level of access to education, vocational guidance, qualifications, capital and other resources. Even in periods of economic recovery, the levels of job creation for young people can be lower than required. In seeking solutions to current economic and social problems it is necessary to accord special attention to young people. Consequently, priorities at the national level should provide a balance between programmes and activities of benefit to broad population groups, including young people, and programmes and activities which are youth-specific. Wherever possible, young people should be more involved in helping to set priorities and in the design, selection and implementation of employment schemes for young people. The social and economic cost of the problems confronting young people impose heavy burdens on both individuals and society as a whole. However, the cost of not overcoming those problems will be much higher in the long run should effective solutions not be found.

5. Member States should consider implementing the Employment Policy (Supplementary Provisions) Recommendation, No. 169 (1984), and, in so doing, pay particular heed to its Paragraphs 1 and 2:

1. The promotion of full, productive and freely chosen employment provided for in the Employment Policy Convention and Recommendation, 1964, should be regarded as the means of achieving in practice the realisation of the right to work.
2. Full recognition by Members of the right to work should be linked with the implementation of economic and social policies, the purpose of which is the promotion of full, productive and freely chosen employment.

6. Bearing in mind the difference in economic growth between more developed and less developed countries, it is necessary to restructure economic, monetary and social policy at the national and international levels in order to reduce the disparities between developed and developing countries and establish a new international economic order, which would permit a better utilisation of resources for youth development and the creation of sufficient employment opportunities to overcome young people's unemployment and underemployment.

7. Governments should promote the development and expansion of enterprises and their employment capabilities.

8. With a view to strengthening or adapting the demand for labour and facilitating the matching of labour supply and demand, measures should be taken to enhance skill formation, improve labour force mobility, improve machinery for job search and recruitment and remove administrative constraints not justified by reference to the benefits to the community obtained through their use.

9. It has been stated in the Office report that in centrally planned economies implementation of the right to work forms part of the planning process and seeks to provide for full employment.

10. The well-being of societies and the aspirations of all young people for social justice are dependent on respect for human rights and human dignity and on a secure and lasting peace. Measures should be taken, within the framework of reasonable steps to protect national security, to ensure that socially unproductive activities which pose a threat to peace are redirected towards socially and economically productive activities which promote the qualitative growth of societies, create greater employment opportunities for young people and satisfy basic needs.

**ROLE OF SOCIAL PARTNERS**

11. Employers' and workers' organisations should be involved at all levels of policy-making and action concerning the preparation of young people for work, their access to employment and the conditions under which they are employed. Employers' and workers' organisations not only contribute with their experience but also take part in the creation of policies in whose implementation those they represent have a major role to play. They thereby safeguard or promote the interests of those they represent while contributing to the building of a dynamic future for the whole of the society in which their members live and act.

12. The full involvement of the social partners in determining appropriate working conditions and remuneration levels for young people is imperative. Attempts at unilateral action to undermine existing standards must be avoided. All parties should take account of the need to develop working conditions which are fair and realistic and pay proper regard to the necessity to secure a balanced economic and social development in line with ILO standards. Moreover, governments should seek, through consultation with the social partners, to ensure that circumstances for the employment of young people are as favourable as possible and should act in such a way as to encourage, rather than inhibit, the expansion of their access to stable employment.

13. The full participation of the social partners in the planning, implementation and evaluation of training is essential. Decentralised assessment of training needs and planning of training responses benefits in particular from the active involvement of local employers and workers.

**THE URBAN INFORMAL AND RURAL SECTORS**

14. National policies for development and growth, specifically in developing countries, should include, as a priority, action directed at expanding the modern sector of the economy in order to ensure that the informal sector does not become
the only employment option available for young people. However, given the limited capacity of the modern sector to absorb the growing number of entrants to the urban labour force in most developing countries, the informal sector should be viewed both as a source of employment and as a training ground for large numbers of young people. In conjunction with efforts to expand the formal sector, measures should be taken to enhance the potential of the informal sector to generate jobs, output, incomes and skills, while taking steps, wherever practicable, to permit the progressive transfer of workers from the informal sector, where it exists, to the formal sector. Consistent with the objective of maintaining output and employment opportunities for young people, governments should give consideration to extending measures, over time, to cover the informal sector. There should be no obstacles to trade unions representing workers in the informal sector.

15. In view of the fact that progress in the development of the rural sector is likely to reduce the flow of young people to urban areas, measures should be taken to increase productive and financially remunerative employment opportunities in both agricultural and non-agricultural activity in rural areas. In addition to policies aimed at enhancing productivity and young people’s access to land and other productive assets, credit and management assistance should be among the measures used to promote non-farm activities such as food and non-food crop processing, production of basic agricultural tools and the manufacture of commonly used consumer goods. With a view to improving the overall rural environment for young people, basic social services should be introduced and the rural areas accorded sufficiently high priority in the national development planning process.

SELF-EMPLOYMENT AND SMALL BUSINESS CREATION SCHEMES

16. As a part of overall employment policy, self-employment and small business creation should be encouraged within the framework of promoting priority sectors of the economy likely to lead to increased income and productivity. Assistance to young people with sound business ideas and wishing to pursue self-employment might take such forms as the provision of start-up capital, financial, marketing and management assistance, the provision of premises and workshops, and training.

17. Consideration should, where appropriate, be given to developing small-scale co-operative enterprises and local employment initiatives involving young people both as managers and workers. Such co-operatives should, wherever possible, receive public financial and technical support and guidance and might also be viewed as a stepping-stone towards self-employment.

18. Given the low levels of labour absorption in the organised sector in many developing countries and its contraction in certain industrialised countries, training programmes should be developed for self-employment and to suit the special needs of small and medium-sized enterprises. On the other hand, such training should not restrict occupational choice and mobility. Traditional skill acquisition methods as practised in the informal sector should be examined with a view to increasing their impact and effectiveness.

EDUCATION AND TRAINING

19. The education system has a critical role in the preparation of young people for life and work. It has the responsibility to prepare both young men and women with a base of intellectual development, knowledge and skills which will enhance their personal ability, as well as their potential for employment, and assist them in coping with the changes at the workplace brought about through technology and other factors. It is noted that those who leave school inadequately prepared for work suffer the greatest risk of unemployment. It is important that the content of education should change in harmony with individual needs and aspirations and the needs of the economy. It should provide a solid base for personal development, further training, participation in the workforce and occupational mobility.
20. Many countries have made major investments in formal education and have introduced components of vocational preparation and/or pre-vocational training, including in some cases productive work experience. However, problems remain, especially in developing countries. These include access to formal education, the inability of vocational education in some cases to enhance modern sector employability and, at times, an undue emphasis on academic preparation which fails to provide the requisite skills for employment. Policies should be designed with a view to addressing these problems. However, education and training alone, while important, do not represent a comprehensive solution. The capacity to generate employment opportunities and improve living standards is always linked to strong and sustained economic growth.

21. Many countries have also invested heavily in non-formal vocational training to provide young people with an improved preparation for working life. Although many such training systems came into being as a response to the specific skill demands of the labour market, they should also serve as an instrument of policies to increase the employability of large numbers of unemployed, out-of-school young men and women.

22. Training of young people should not be restricted to initial training (training for work) but should also take into account retraining and continuous training (training during work) to equip young workers and enterprises to cope with technological and occupational change.

23. There is a need to develop coherent and comprehensive education and training policies and systems to avoid a mismatch between skills training and the availability of jobs. Such policies should also take into account longer-term considerations such as changing economic and technological conditions, as well as the changes in qualifications, functions and work organisation in enterprises. The involvement of the social partners in developing, monitoring and evaluating training policies and provision is necessary to ensure the continued effectiveness and relevance of training to the needs of young people and of the labour market.

24. Vocational training should be enhanced through better public facilities and, wherever possible, at the workplace in order to develop effective and efficient structured training arrangements. The overall costs of training through these complementary channels should be shared in an equitable fashion, beneficial to the community as a whole. Employers should play an active role in skill development. An appropriate mix of training provisions should be encouraged, with linkages between institution-based and in-plant training clearly defined and well co-ordinated within an overall skills development strategy.

25. Rural education and training programmes must take into account factors such as poverty, distance, the need for seasonal labour and traditional value systems which militate against enrolment in education and training, especially of rural girls and young women. Modern techniques and methods should be examined which free the rural educational and training systems from established patterns of delivery, curricula and teaching methods geared towards urban young people. These should be adapted to the rhythm of rural life and the motivation of rural people.

26. Employment service activities for young people and vocational guidance in particular play an important part in assisting young people to find regular work and to select appropriate training programmes leading to freely chosen jobs and in ensuring a balance between skills supply and demand. Guidance services should be developed or upgraded taking into account labour market trends, and special training provided to guidance personnel. In vocational guidance programmes, special attention needs to be paid to girls and young women in order to broaden their traditionally often restricted training and labour market interest and possibilities.

27. Active steps should be taken by member countries to promote and highlight realistic expectations among young people and their parents concerning the range of employment opportunities likely to be available and, in particular in
developing countries, to set out clearly the opportunities and values of rural and artisan work.

28. Action should be taken to remove shortcomings relating to the management and design of training programmes and the training of trainers, including—

(i) measures to increase the qualitative and quantitative supply of vocational trainers, with respect to both their training and conditions of service and the opportunities for acquiring relevant practical experience;

(ii) measures through which training institutions can achieve closer links, particularly at the local level, with skill consumers to ensure the relevance of training programmes to skill needs and their responsiveness to technological change;

(iii) encouragement and support for innovations in training and incorporation of sufficient flexibility in the design of training programmes to ensure their appropriateness in a variety of settings and local labour market conditions (e.g. the needs of small and medium-sized enterprises, the requirement to provide modular-based, possibly part-time, training for larger numbers of young people and the introduction of teaching tools based on new technology);

(iv) encouragement of forward-looking assessments of training needs to ensure quick adaptation of programmes so as to reflect changes in demand for skills;

(v) studying ways in which higher returns on investment in training can be achieved and more effective use made of training facilities and staff.

EMPLOYMENT AND TRAINING SCHEMES FOR YOUNG PEOPLE

29. Member States which implement special employment and training schemes for young people should be encouraged to apply the provisions of the Special Youth Schemes Recommendation, 1970 (No. 136).

30. As part of efforts to increase the attractiveness of, and productive employment opportunities in, the rural areas, special schemes for young people should be encouraged within the framework of Recommendation No. 136. Such schemes may be multidisciplinary, involving civic, vocational, agricultural, business-oriented and other formal or non-formal training as well as employment in areas such as public works, land settlements, business, self-employment and farming. They should provide immediate income and work experience for the young people involved and not be regarded as a substitute for effective overall employment policy. Schemes for young people should be linked with national employment planning or policies and should contain a strong technical training component so as to facilitate subsequent employment in the informal or formal sector.

31. Special training and employment schemes for young people have a short-term role to play in providing basic training and creating positive attitudes to work. They should not, however, be considered merely as a "reservoir" for unemployed young people, as a substitute for proper job opportunities or as a means of lowering wages or levels of local protection. Participation in such schemes should be voluntary. Such programmes should therefore be geared to achieve the long-term and stable employment of participants and should include a properly planned skills development component. They should not disadvantage or displace workers who are already employed.

32. Where schemes are introduced which seek to provide young school-leavers with training, education and/or work experience likely to lead to productive and freely chosen employment, they require careful targeting and performance monitoring to ensure that the various programmes reach their intended beneficiaries and satisfy individual aspirations and needs in balance with labour market requirements. Particular attention must be given to young people who are most disadvantaged such as the long-term unemployed. Developing countries might be guided by the integrated approach involved in such schemes when formulating or reassessing education, training and employment policies.
YOUNG WOMEN

33. Although the relative share of women in the labour force is increasing, especially in industrialised countries, young women are frequently channelled into traditionally female occupations, usually at the lower end of the income and hierarchy scales, and at times subjected to substandard working conditions. Within the education and training system, equality of access should be strongly encouraged, enabling girls and young women to enter streams leading to a broader occupational choice and providing them with skills that respond to labour market needs and a wider range of employment opportunities. Acceptance of the principle of equal pay for work of equal value should be promoted (Equal Remuneration Convention, 1951 (No. 100)). Full account should be taken of the conclusions of the resolution on equal opportunities and equal treatment for men and women in employment adopted by the 71st Session of the Conference in June 1985.

34. In view of the many traditional cultural obstacles to women's equality with men, information campaigns and other practical measures to promote equality, geared to all elements of the society in which girls and young women live, should be undertaken utilising all appropriate means.

SPECIAL GROUPS

35. Young migrants and second-generation migrants comprise one of the more highly disadvantaged groups. Where appropriate, measures should aim at facilitating their integration into the societies in which they live, in particular by providing equal access to education, training and employment. In so doing, attention should be paid to the needs of young migrants for special education in the language and culture of their host country and for the specialised vocational guidance which might be needed to overcome their special problems. The need for education concerning the knowledge and understanding of their national identity should also be considered. Measures should be taken to eliminate all forms of discrimination which originate from ethnic, cultural or racial factors.

36. Action taken by member States in respect of handicapped young people should be guided by the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and Recommendation, 1983 (No. 168), and the programmes of action associated with the United Nations Decade of Disabled Persons, 1983-92. Member countries which have not yet ratified Convention No. 159 are urged to do so with a view to embarking on a national policy of vocational rehabilitation and employment of disabled young people in both urban and rural areas. Effective action to integrate handicapped young men and women into normal situations and to provide them with opportunities to raise their qualifications and skills should be strengthened. However, particularly in developing countries, the problems of young handicapped persons should be taken into consideration within the framework of overall economic and social development and planning. New technologies should, wherever possible, be made available to handicapped young men and women so far as they can enhance their access to, and ability to benefit from, general measures to provide education, training and employment.

37. It is necessary to provide the most disadvantaged young people with vocational training and special assistance programmes geared to their needs and to take early action to identify those with special problems. Among the most disadvantaged or marginalised groups are young people in rural areas, especially in developing countries, the young urban poor, young drug addicts, migrants, ethnic minorities, the disabled, the educationally disadvantaged, including illiterates and school drop-outs, and the long-term unemployed. Programmes should cater to the particular characteristics of disadvantaged young people, employing where appropriate innovative educational and training methods which provide accelerated, flexible and modern delivery systems.
38. As regards conditions of work, member States should ratify and implement ILO standards relevant to young people.

39. Particular attention should be paid by member States to the possibility of ratifying the Minimum Age Convention, 1973 (No. 138). In line with the provisions of the Convention, governments should, wherever possible, raise the minimum age for employment and for school-leaving so that all young people receive adequate schooling before entering the world of work. Governments should implement, wherever possible, Convention No. 138 and the Minimum Age Recommendation, 1973 (No. 146), so that legislation provides special protection for the lives, health and morals of young persons at work.

40. Member States should strive, as far as possible, to accept and gradually to implement international standards (Conventions No. 77 and 78) requiring the medical examination of children and young workers, at least for certain specific occupations which present a risk to health, and with some regularity, even if examinations cannot take place every year, the ultimate aim being ratification and implementation of these Conventions. Member States which have not yet been able to ratify the Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90), should consider doing so.

41. Those countries which find difficulties in ratifying or in implementing ratified Conventions relevant to young people should, if appropriate, have recourse to direct contacts in conformity with ILO procedures with a view to facilitating implementation.

42. Effective labour inspection services should be provided with ILO assistance, as appropriate, with a view to achieving satisfactory application of labour legislation consistent with international labour standards.

43. The relatively weak position of young workers in the labour market could at times render them vulnerable to exploitation and may oblige them to accept substandard wages and jobs. Governments, employers and workers should take action when necessary to prevent these situations from arising.

44. Working conditions should be such as not to discriminate between various categories of workers. However, it should be recognised that young people in their formative years require clearly determined and defined hours and conditions, taking into account the need to limit working time in order to allow for sufficient time for education, rest and leisure activities.

45. Part-time work represents one of the opportunities available for employment in many countries. Such work can provide possibilities to pursue further education and training or, alternatively, to satisfy the needs of those who wish to work less than the normal full working week. It should normally be introduced following consultation and agreement between the social partners or in accordance with national law and practice. The availability of part-time work should not be seen as an effective substitute for full-time employment opportunities for those who wish to work normal full-time hours.

OTHER CONCLUSIONS

46. Rapid population growth is an important factor affecting the ability of some member States to continue to absorb young men and women into the labour market. Consequently, development and employment policies might, where appropriate and in accordance with national law and practice, include population policies and programmes designed to ensure promotion of family welfare and family planning through programmes of information and voluntary education on population issues.

47. One important obstacle limiting the development of policies for young people is the lack of relevant data, particularly in rural areas of low-income countries where distinctions between "economically active" and "not economically active" are difficult to draw. It is also difficult to establish accurate
employment statistics in urban areas because of the high incidence of self-employment and informal-sector activities in these areas. In this regard national statistical offices should take steps to implement the international statistical standards adopted at the 13th International Conference of Labour Statisticians, held in Geneva in October 1982, and member States should ratify the Labour Statistics Convention, 1985 (No. 160), and implement its provisions as well as those of the accompanying Recommendation (No. 170). Moreover, consideration should be given to more efficient public funding for the collection of labour market and employment statistics disaggregated by sex and age.

ILO Action

48. In pursuing its action in favour of all workers, based on the concept of general national economic and social development, the International Labour Organisation should, in setting priorities, pay special attention to problems of young people and, in particular—

(a) gear its assistance programmes in the field of employment of young people to the needs of individual countries, taking into account the great diversity within different regions in terms of varying sizes of population, different stages of social and economic development and differences in labour market conditions, and paying particular attention to the special needs of developing countries;

(b) contribute to a better understanding of policy options and the effectiveness of measures aimed at integrating young men and women into working life, attaching special importance to the extent to which policies and programmes reach young people who are most disadvantaged in terms of labour market entry, access to learning and employment opportunities, credit and other supporting resources;

(c) develop and strengthen its capacity to respond to requests for assistance in helping young people, particularly those in the rural and informal sectors, to take better advantage of possibilities offered by the formal and co-operative sector as well as to become self-employed or to start a small enterprise (entrepreneurial development in schools, combination of vocational, management and entrepreneurship training courses in enterprise creation, marketing, business plans). Such assistance should preferably be given within a broader framework of community development, especially in rural areas;

(d) strengthen its technical co-operation and information activities in the training field and, in particular, analyse problems, trends and priorities in member States so as to take their needs fully into account;

(e) strengthen its regional programmes in the area of training and employment, both as points where region-specific needs can be analysed and met by action, as far as possible in the form of technical co-operation between developing countries (TCDC), and as focal points for promoting, gathering and disseminating information and exchanging experiences between countries at different levels of social and economic development;

(f) in co-operation with the International Centre for Advanced Technical and Vocational Training (Turin Centre), the regional vocational training programmes and existing national centres, develop a conceptual and operational base for innovative training and new delivery systems such as distance learning, modular training and self-instruction methods, reaching not only the formal but also the informal and rural sectors, with particular emphasis on measures likely to benefit young people in these sectors in developing countries or otherwise disadvantaged young people with low levels of general education;

(g) in co-operation with the Turin Centre and the regional vocational training programmes, provide training for vocational trainers or for teachers in schools providing vocational training, in order to enhance their effectiveness, demonstrating at the same time the necessity of combining their training activities with experience of working life and increasing their knowledge of training management, training methodologies and modern training aids;
(h) in co-operation with other international organisations, study experiences in designing special educational and training measures for rural areas in developing countries with a view to ensuring that education and training in rural areas respond to local needs and are of a comparable quality to that available to young people in urban areas;

(i) further accelerate its work and observations on agrarian systems and rural development in its national and international dimensions, taking into account the fact that improvements in the employment, incomes and living conditions of rural young people in certain countries are dependent to a large extent on progress in the rural agricultural and non-agricultural sectors;

(j) carry out comparative studies evaluating vocational guidance and counselling systems and on the basis of those draw up guide-lines for the design of such systems and make services available to member States, as may be requested, in the area of vocational guidance closely linked to labour force planning;

(k) continuously monitor national experience with special employment and training schemes for young people and youth-oriented public works programmes and further develop its capacity to respond adequately to government requests for assistance in the design and implementation of such programmes;

(l) encourage member States to implement programmes designed to help girls and young women to take a broader view of occupational choice, particularly in relation to non-traditional jobs in the labour market, and to exchange information on their effectiveness;

(m) undertake evaluation studies paying special attention to programmes for young people and to whether they are adequately targeted, effectively monitored and markedly improve the chances of acquiring lasting employment;

(n) emphasise and co-ordinate those components of ILO programmes which concern the employment and training of young people and ensure that their problems in these areas are regularly reviewed by appropriate bodies, as well as at regional conferences and meetings;

(o) utilise all means at its disposal, and in particular its regional structures and regional advisers, to promote the ratification and application of Conventions and Recommendations relevant to young people, paying particular attention to promoting the application of the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), Part III of which deals with the employment of young people and disadvantaged groups and persons.

VI

Resolution concerning the Budget Exchange Rate Applicable to the Programme and Budget for 1986-87

The General Conference of the International Labour Organisation,
Recalling that in the Programme and Budget for 1986-87, the rate of exchange between the United States dollar and the Swiss franc (the "budget rate") was fixed at 2.50 Swiss francs for 1 US dollar,
Noting that between May 1985 and May 1986 the value of the United States dollar on the exchange market, as reflected by the movements of the United Nations monthly accounting rate of exchange, has declined steadily from 2.64 Swiss francs to 1.82 Swiss francs,
Noting that at present there are no indications that during the remainder of the biennium the United States dollar would strengthen sufficiently by comparison with the Swiss franc to reach an average value in 1986-87 corresponding to the budget rate of exchange,

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1 Adopted on 17 June 1986.
Considering that the Organisation at present holds funds amounting to US$ 26.7 million, representing the 1984-85 cash surplus,

Considering further that the use of this cash surplus would make it possible to base the ILO Programme and Budget for 1986-87 on a rate of exchange of 2.05 Swiss francs, which would cover to a significant extent the very considerable additional costs that could arise if the dollar does not recover soon from its present low level;

Decides, as an exceptional measure, that an amount of $26,682,265 shall be added to Part IV (Effects of Exchange Rate Adjustments) of the budget of expenditure for 1986-87 and that a corresponding amount of $26,682,265 shall be added to the budget of income for 1986-87, and that, notwithstanding the provisions of article 18 of the Financial Regulations of the Organisation, this amount will be financed by the 1984-85 cash surplus.

VII
Resolution concerning the Share of Viet Nam in the Working Capital Fund¹

The General Conference of the International Labour Organisation,

Decides that, when the Government of Viet Nam has paid the amounts due by it to the International Labour Organisation in respect of Viet Nam’s contributions to the budget of the Organisation for each of the years 1982, 1983, 1984 and 1985, the share of Viet Nam in the Working Capital Fund shall be reimbursed to the Government of Viet Nam.

Instructs the Director-General of the International Labour Office to inform the Government of Viet Nam of this decision.

VIII
Resolution concerning Appointments to the Administrative Board (ILO Staff Pensions Fund) and ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)¹

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 1989, the following members and substitute members of these bodies:

Members:
Mr. H. Maier (Austria)
Mr. D. Pelekanos (Cyprus)
Mr. R.M. Schibli (Switzerland)

Substitute members:
Mr. G. Falchi (Italy)
Mr. W.M. Rogers (Barbados)
Mr. W.M. Yoffee (United States).

IX
Resolutions concerning the Composition of the Administrative Tribunal of the ILO¹

A. The General Conference of the International Labour Organisation,

Decides to amend article III, paragraph 1, of the Statute of the Administrative Tribunal of the International Labour Organisation to read as follows:

“The Tribunal shall consist of three judges and four deputy judges who shall all be of different nationalities.”

¹ Adopted on 17 June 1986.
B. The General Conference of the International Labour Organisation,
Decides to appoint as judge of the Administrative Tribunal of the International
Labour Organisation, for a term of three years, with immediate effect, Tun
Mohammed Suffian (Malaysia).
Further decides to appoint as deputy judge of the Administrative Tribunal of
the International Labour Organisation, for a term of three years, with immediate
effect, Mr. Pierre Pescatore (Luxembourg).