RESOLUTIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE.

(Geneva, June 1987)

I

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Safety and health in construction”¹

The General Conference of the International Labour Organisation,

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

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

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

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled: “Employment promotion and social security”²

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning employment promotion and social security;

Decides that an item entitled “Employment Promotion and Social Security” shall be included in the agenda of its next Ordinary Session for a second discussion with a view to the adoption of a Convention and a Recommendation.

III

Resolution concerning the International Year of Shelter for the Homeless and the role of the ILO³

The General Conference of the International Labour Organisation,

Considering that the world economic recession, characterised inter alia by unemployment, underemployment, unbalanced development, inequalities, shortage of resources and increasing poverty, has lowered people’s and workers’ standard of living and aggravated housing problems,

Noting that too many people—both employed and unemployed—in rural and urban areas are forced to live in subhuman conditions in slums, squatter areas and other inadequate forms of accommodation, especially in developing countries, and that the situation is deteriorating,

Expressing deep concern at the crisis in the building industry in many countries, accelerated by cuts in budget allocations and insufficient investment in housing projects, resulting in increased unemployment among workers in the building and building materials industries,

¹ Adopted on 22 June 1987.
² Adopted on 23 June 1987.
³ Adopted on 22 June 1987.
Bearing in mind that the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights provide that all persons have the right to an adequate standard of living for themselves and their families, including adequate housing, and that States should take appropriate steps to ensure the realisation of this right,

Welcoming the resolution adopted in 1982 by the General Assembly of the United Nations proclaiming 1987 as the International Year of Shelter for the Homeless and calling for more action in this field at both the national and the international level,

Noting that the United Nations Centre for Human Settlements has been designated as the body responsible for organising the International Year of Shelter for the Homeless (IYSH),

Stressing the significant contribution to be made by the ILO, within its specific field of competence, to the implementation of the campaign, in conformity with the solemn obligation of the Organisation under the Declaration of Philadelphia to further programmes among the nations of the world to achieve the provision of adequate housing,

Recalling the ILO’s Workers’ Housing Recommendation, 1961 (No. 115), which emphasises the necessity of ensuring that adequate and decent housing and a suitable living environment are made available to all workers and their families, especially to those whose needs are most urgent,

Convinced also that the ILO can make a valuable contribution in the IYSH through its programmes and projects, relevant aspects of which are in line with the objectives and criteria of the IYSH,

Emphasising that an effective world-wide campaign for the creation of housing facilities for the homeless will have a significant and stimulating impact on the employment situation in many countries, in view of the labour-intensive character of the construction industry and its multiplier effect in other sectors of the economy,

Bearing in mind the necessity that the international community should support self-help efforts made by countries affected by homelessness with a view to resolving this problem;

1. Invites governments, in consultation with employers’ and workers’ organisations, to:

(a) intensify their efforts with a view to achieving the aims and objectives of the IYSH;

(b) increase significantly allocations for housing and adopt concrete and appropriate programmes to improve the housing conditions of the population, especially the poor and disadvantaged and those living below the poverty line, and treat this as a matter of urgent priority;

(c) pay special attention to the problems arising from families living separated because of workers having to take up employment away from home;

(d) ensure that, in addition to the quantitative effort involved in the campaign for shelter for the homeless, adequate attention is also given to the qualitative factors, particularly the sanitation and safety aspects of dwellings, and that the utilisation of indigenous methods and construction materials is given due consideration;

(e) encourage employers’ and workers’ organisations, co-operatives and other relevant organisations such as community groups and non-governmental organisations, as well as the private sector, to contribute to the promotion of low-cost housing and its upkeep and the restoration of existing housing facilities capable of repair, particularly for the low income groups, and to assist them in obtaining the necessary facilities needed for this purpose, such as land, credit and material, technical and other help;

(f) adopt appropriate, effective and equitable measures, including legislation where appropriate, concerning relevant house rents and security of tenure to prevent the exploitation of tenants and protect the rights of all parties concerned.
2. Invites the Governing Body of the International Labour Office to request the Director-General to pay special attention in the programmes of the ILO, especially when preparing the next Medium-Term Plan (1990-95), to research, dissemination of information, meetings, technical advisory services, technical co-operation and other types of activities which seek to make a valuable contribution to the objectives of the IYSH.

3. Calls on the Governing Body of the International Labour Office:
   (a) to take the following actions:
   (i) to urge the governments of the member States to embark on a vigorous campaign for the creation of adequate and affordable housing as a means of contributing to the fulfilment of the ILO's policies and programmes concerning employment and basic needs;
   (ii) to ensure follow-up to the resolution adopted by the 11th Session of the Building, Civil Engineering and Public Works Committee, with the aim of including in the agenda of a forthcoming session of the International Labour Conference the revision of the Workers' Housing Recommendation, 1961 (No. 115);
   (b) to instruct the Director-General to:
   (i) intensify efforts to help to achieve the aims and objectives of the IYSH by concentrating on aspects relating to employment, training for self-help schemes in community services, whether in urban or rural areas, the formal or informal sectors, the development of employment-oriented technology, and the planning and execution of large-scale employment-oriented public works programmes, especially in housing;
   (ii) strengthen the ILO's technical co-operation activities designed to assist countries in promoting simple building techniques and the production and use of local materials;
   (iii) promote popular participation in the construction and maintenance of workers' housing, especially through housing co-operatives, self-help housing schemes and the promotion of relevant activities of employers and trade unions;
   (iv) take also into account, in all activities aimed at eliminating homelessness, the experience of those countries which have achieved positive results in solving the housing problem;
   (v) strengthen working relationships and co-ordination between the ILO and other United Nations agencies concerned with workers' housing, especially with the United Nations Centre for Human Settlements (Habitat), in conformity with the Memorandum of Understanding signed in 1983 concerning co-operation between the two organisations;
   (vi) remind member States of the need to consult and seek the active co-operation of the representatives of workers' and employers' organisations on the elaboration and implementation of all aspects of housing and human settlement programmes.

IV

Resolution concerning the 40th anniversary of the adoption of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

The General Conference of the International Labour Organisation,
Considering that, in accordance with the Constitution of the International Labour Organisation, freedom of association constitutes a fundamental principle on which the Organisation is based and that the Declaration of Philadelphia, which is an integral part of the Constitution, affirms that "freedom of expression and of association are essential to sustained progress",

1 Adopted on 23 June 1987.
Considering that the principles of freedom of association must be universally applied irrespective of the social and economic systems existing in the different countries,

Considering that the principles of freedom of association have been codified in a number of ILO instruments, in particular in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87),

Considering that, according to Convention No. 87, "workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation",

Noting with concern that not all member States have ratified Convention No. 87 and that in the past years the International Labour Office has received many complaints concerning violations of the principles of freedom of association in several countries,

Recognising that the supervisory procedures of the International Labour Organisation in the field of freedom of association, including the sending of ILO missions on the spot, have contributed to the improvement of the situation in a number of countries as regards respect for the principles of freedom of association,

Reaffirming the necessity for strict implementation of the principles of freedom of association in law as well as in practice and the obligation for all governments to co-operate fully with the supervisory bodies of the International Labour Organisation,

Recalling that in 1988 it will be 40 years since Convention No. 87 was adopted by the International Labour Conference;

1. Urges the governments of all those member States which have not yet ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), to do their utmost to ratify that Convention in the course of 1988.

2. Calls upon the governments of all member States to take all necessary steps for the full implementation of Convention No. 87, in particular by bringing their legislation into conformity with the principles enunciated in the Convention, and to seek as rapidly as possible the assistance of the International Labour Office when problems relating to the implementation of the principles of freedom of association are experienced or anticipated, with a view to resolving such problems.

3. Invites the Governing Body of the International Labour Office to instruct the Director-General to seize the occasion of the 40th anniversary of the adoption of Convention No. 87 to strengthen the ILO's efforts in favour of the ratification and full implementation of Convention No. 87 by all member States.

V

Resolution concerning measures against drug and alcohol abuse in working and social life\(^1\)

The General Conference of the International Labour Organisation,

Recalling that the United Nations General Assembly in resolution 38/93 of 16 December 1983 has urged the specialised agencies and other organisations and programmes of the United Nations system to identify special drug control activities in their programme budgets,

Bearing in mind that in resolution 39/142 of 14 December 1984 the United Nations General Assembly has declared that the illegal production of, illicit demand for, abuse of and illicit trafficking in drugs impede economic and social progress, constitute a grave threat to the security and development of many countries and peoples and should be combated by all moral, legal and institutional means, at the national, regional and international levels,

\(^1\) Adopted on 23 June 1987.
Recalling that the United Nations General Assembly in resolution 40/122 of 13 December 1985 decided to convene, in 1987, an International Conference on Drug Abuse and Illicit Trafficking, with the mandate to generate universal action to combat the drug problem in all its forms at the national, regional and international levels and to adopt a comprehensive multidisciplinary outline of future activities which focuses on concrete and substantive issues directly relevant to the problems of drug abuse and illicit trafficking,

Considering that drug and alcohol abuse and their consequences continue to raise problems in the workplace and to undermine the health and welfare of individuals and their families, are a contributing factor in causing accidents and pose a general threat to the working environment, increase absenteeism and decrease productivity, and subsequently result in escalating costs of enormous magnitude to industry, the economy and society at large,

Considering that problems arising from drug abuse are caused and aggravated by the handling and distribution of drugs at the workplace and that such activities should be prevented,

Emphasising that drug and alcohol abuse problems should be regarded in the same light as other health and social problems which call for counselling, help and support,

Considering that governments must initiate and support educational and information programmes to prevent the abuse of drugs and alcohol, as well as programmes concerning treatment, rehabilitation and social reintegration,

Aware that workers' and employers' organisations have an important role to play in promoting a positive attitude towards these programmes and making them more efficient, as well as developing their own programmes, where appropriate,

Noting that workers' organisations and employers should develop and implement their own assistance programmes and realising the importance of support at the workplace to those individuals who are experiencing or are more particularly exposed to the risk of drugs and/or alcohol abuse,

Considering that the International Labour Organisation can make an important contribution to formulating and executing programmes to help member States to develop effective responses to drug and alcohol problems in the workplace and countermeasures against drug and alcohol abuse in the field of vocational rehabilitation and social reintegration;

1. Invites governments and employers' and workers' organisations –
(a) to promote, in the framework of education, vocational training and occupational planning, national policies for guidance and services needed to prevent, reduce and eventually eradicate the abuse of drugs and alcohol in the workplace and elsewhere;
(b) to promote the development of effective consultation mechanisms whereby employers' and workers' organisations can take an active part in the formulation of strategies at the national, organisational, enterprise and workplace levels against alcohol and drug abuse and the implementation of demand reduction programmes, with particular attention to vocational rehabilitation and social reintegration;
(c) to support programmes at the workplace level, where workers' organisations and the employers, with appropriate support from governments and other institutions, take actions to help and support those who are experiencing or are more particularly exposed to the risk of drug and/or alcohol abuse;
(d) in developing and implementing programmes, each within its own competence:
   (i) to respect the dignity of the worker at all times by ensuring confidentiality;
   (ii) to protect the security of employment and the income of the worker during medical rehabilitation to the same extent as for workers suffering from other health and social problems.
2. Requests the Governing Body of the International Labour Office to instruct the Director-General—

(a) to accord due priority to activities relating to the control of drug and alcohol abuse, as well as expanding existing programmes relating to the vocational rehabilitation and social reintegration of drug- and alcohol-dependent persons;

(b) to intensify recent activities focusing on the development and promotion of responses to drug and alcohol problems in the workplace through extensive examination of all its aspects, implementation of case studies, comparative analysis and continuous dissemination of findings and other relevant information;

(c) to give special attention to activities directed towards youth and thereby emphasise the need to integrate youth into society and especially into the working and social life of the community;

(d) to increase collaboration and co-ordination with the World Health Organization, other specialised agencies, other organisations and programmes of the United Nations system and other international, regional and national organisations in identifying and executing programmes which will help countries further to develop measures and their own programmes to reduce drug and alcohol problems.

VI

Resolution concerning the role of the ILO in technical co-operation

The General Conference of the International Labour Organisation, meeting in its 73rd Session (1987),

Having undertaken a detailed review of ILO operational activities based on Report VI entitled The role of the ILO in technical co-operation,

Bearing in mind the resolution concerning the ILO technical co-operation programme adopted at its 65th Session (1979); the resolution concerning ILO activities for rural development adopted at its 66th Session (1980); and the resolution concerning the role of the ILO in the international development strategy for the Third United Nations Development Decade adopted at its 67th Session (1981).

Having regard to the resolution concerning the strengthening of action for the least developed countries adopted at its 70th Session (1984); and the resolution concerning the most urgent problems of Africa, and particularly food security, and the resolution on equal opportunities and treatment for men and women in employment, both adopted at its 71st Session (1985),

Recalling resolution 41/171 of the United Nations General Assembly on operational activities for development,

Reaffirming that the tripartite structure of the ILO is one of its major strengths, enabling it to associate workers' and employers' organisations along with governments in the planning, implementation and evaluation of the technical co-operation programme;

Adopts the following conclusions and invites the Governing Body of the International Labour Office to request the Director-General to give due consideration to them in the implementation of the technical co-operation programme.

CONCLUSIONS CONCERNING THE ROLE OF THE ILO IN TECHNICAL CO-OPERATION

INTRODUCTION

1. Technical co-operation remains a major means of action for the attainment of the objectives of the Organisation, complementing and reinforcing its work of standard setting.

1 Adopted on 23 June 1987.
2. Balanced economic and social development and improved natural-resources management are essential to sustained progress in the global economy. To this end, a broad-based technical co-operation programme particularly directed at the developing countries should continue to be implemented by the ILO within its mandate and fields of competence.

3. ILO technical co-operation activities should be carried out to enhance economic and social conditions and be in accordance with the developmental needs and priorities of developing countries and the objectives of the ILO. They should be co-ordinated with the programmes of other partners of the United Nations development system.

4. A major focus of the programme should be on increasing national capabilities and self-reliance and on promoting sustainable development. For this purpose greater attention should be given to human resources development, the creation and strengthening of institutions, transfer of technology and the involvement of the social partners in the development process.

5. The programme should continue to evolve in both quantitative and qualitative terms. It should be supported by a well-planned research and development effort. This effort should include analysis and assessment of needs, policy analysis and evaluation of the projects and should be directly related to technical co-operation. Continuous updating of knowledge and techniques, innovation and adaptation is essential for the vitality of the programme.

6. It is essential to bring about a greater measure of concentration in technical co-operation based on the comparative advantage of the ILO, its tripartite structure and its mandate.

7. The Governing Body should continue to monitor and review the technical co-operation programme in a systematic manner. Such reviews should also be carried out at the regional level in different parts of the world by the ILO's tripartite machinery. It would be desirable for the International Labour Conference to undertake a comprehensive review of the programme at regular intervals at least every five years.

PRIORITIES

8. The ILO should endeavour to do fewer things better. The aim is to increase emphasis on longer-term projects and concentrate on specific result-oriented programmes which correspond to basic-needs fulfilment in high priority areas.

9. Specific priority fields of activity for the technical co-operation programme at the country level should be determined in the light of national plans and priorities, the country's developmental needs and the need to promote the implementation of ILO standards. In this regard the views expressed by the social partners in the recipient country should be taken into account.

10. Employment promotion and human resource development should continue to be in the forefront of ILO concerns, particularly in the context of serious economic difficulties and structural adjustment measures. There is a need for greater concentration on the employment problems of women, youth and the underemployed in the urban and rural sectors, and on employment, training and working conditions in the informal sector. The role of labour-intensive programmes in the least developed countries as well as the role of co-operatives should be further expanded.

11. In the field of human resources development, training for productivity and quality improvement, self-employment, small and medium enterprises, vocational skills and management training should receive more attention. More effective consultations should take place with employers' and workers' organisations in regard to training and employment as a whole.

12. The ILO should increase the programme content and share of resources it devotes in the future to the least developed countries. Such intensified project
activity should be closely related to the ILO's continuing efforts to make its technical co-operation activities more relevant to the priorities and problems of the least developed countries.

13. The programme should adopt a target group approach. In global terms, focusing on the urban and rural poor, the major target groups should include women, youth, migrant workers and the disabled. More attention should also be given to the elimination of forced labour and child labour.

14. Effective activities geared to eradicating apartheid in the southern African region should be expanded.

15. Greater attention is required for strengthening activities falling directly in the field of labour ministries, for instance, labour administration, labour inspection, industrial relations, occupational health and safety, social security, documentation and information systems, etc.

16. Higher priority should be given to providing assistance to strengthen employers' and workers' organisations and activities.

17. In all areas the full integration of women in development should be a basic concern. It is important to ensure the participation of women in tripartite discussions and in the planning, designing, implementation and evaluation of projects, and that project activities benefit women. The ILO plan of action on equality of opportunity and treatment of men and women in employment should be a basis for strengthening the role of women in ILO technical co-operation activities.

**PROMOTION OF TRIPARTISM**

18. The participation of the social partners in the planning, implementation and evaluation of ILO technical co-operation projects is essential for ensuring a balanced and broad-based strategy of development co-operation and for ensuring the efficiency of operations. In both donor and beneficiary countries, it is imperative to involve employers' and workers' organisations in ILO technical co-operation matters.

19. The involvement of employers' and workers' organisations in the process of country programming should be encouraged, in particular as regards projects executed by the ILO.

20. The Governing Body should keep under review the specific measures taken in this regard and instruct the Director-General to pursue the question further as appropriate.

21. Within the technical co-operation programme, special attention should be paid to assistance to employers' and workers' organisations. Such assistance should be directed at creating and strengthening the institutional framework, organisational and managerial capacity, and training and at promoting co-operation among these organisations. These organisations possess valuable experience and expertise which should be more extensively used in technical co-operation activities.

22. In this context, the importance of ratifying and implementing especially the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and applying the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152), is again stressed.

**STANDARD SETTING AND TECHNICAL CO-OPERATION**

23. The complementarity between ILO standard setting and technical co-operation still needs to be further strengthened in order to promote economic and social progress in the recipient countries.

24. The links and structural relationships between international labour standards and specific operational activities vary according to subject matter and the
focus of particular projects. Greater emphasis should be given in the future to assisting developing countries, especially employers' and workers' organisations in these countries, in order to create better conditions for the ratification and implementation of standards.

25. Greater use should be made of the ILO regular budget and other available funds for technical co-operation to promote links between standards and technical co-operation.

RELEVANCE, COST EFFECTIVENESS AND IMPACT

26. There is continuing need to enhance the relevance, impact and cost effectiveness of the multilateral technical co-operation programme. The ILO should respond and contribute actively to on-going international efforts designed to achieve this goal.

27. In this regard, the need to strengthen the partnership concept of the Consensus contained in the annex to General Assembly resolution 2688 (XXV) of 11 December 1970, emphasising the co-ordination of operational activities for development of the United Nations system and the full utilisation of the knowledge and expertise of the specialised agencies, was stressed. This was recently reiterated in General Assembly resolution 41/171 adopted in December 1986. The ILO should contribute fully to the United Nations system-wide efforts for the purpose.

28. To enhance the impact of development efforts, it is essential to ensure the active participation of the population concerned. In this framework and in accordance with the ILO's mandate and tripartite structure, and in addition to its co-operation with employers' and workers' organisations, the ILO should evolve a strategy aiming at maximum involvement of the poorest segments of the population in developing countries.

29. In order to improve the quality, efficiency and practicality of the programme, greater attention should be given to systematic needs assessment, sector review, improvements in project design, including careful phasing of the project and financial planning, and project monitoring, including project evaluation by outside experts. Each project should be carefully appraised in terms of sustainability, capacity-building and self-reliance. In this connection, the points of view of the social partners should be taken into account. To ensure a sustainable development, the environmental dimension must be incorporated.

30. The ILO should adopt a programme of action to improve the extent and nature of its activities designed to evaluate the impact of its technical co-operation activities. The focus of such a programme should be on impact assessment of programmes and projects. The plan should provide for: greater participation of the ILO's development partners; widespread sharing of lessons learned; and feedback of the results of the adoption of recommendations resulting from such evaluative studies.

31. To ensure its cost effective and efficient programme management the ILO organisational structure, administrative procedures and personnel resources should be kept under review. Particular attention should be given to the structure at regional and field level and the relationships between these and headquarters.

32. Clear project objectives and evaluation measures should be set at the beginning of the project. The nature and content of the project resources are derived from these objectives and cannot be set in advance. Various options available to recipients need to be examined. Both cost and quality factors should be emphasised in designing and implementing projects.

33. Different types of projects call for different types of experts. It is important to take into account the cost-effectiveness factor before deciding on the type of expert to be used. The need for long-term international experts should be carefully examined and their replacement by high-level short-term consultants
should be considered. In this context, in order to stress local participation and training of national counterparts, the selection of experts should be improved and greater use should be made of national and regional experts in ILO technical co-operation projects. The use of associate experts and United Nations Volunteers should be increased. In selecting experts, the emphasis should be placed on highest level and value for money. Expert advice should be considered seriously and acted upon when appropriate. Adequate guidance should be given by the ILO to all experts.

34. The ILO, keeping in view the need for appropriate technology in developing countries, should ensure that within the realm of its technical co-operation efforts, expertise and information within the United Nations system is made available to assist developing countries and employers’ and workers’ organisation in (a) identifying national and international supply sources; (b) providing training in modern equipment methods and procedures; (c) establishing repair and maintenance and arrangements and (d) developing research aiming at the use of technologies which contain a maximum of national resources. In this respect, the ILO should develop its services so that procurement specialists and documentary material such as equipment planning guides can be made available within the framework of technical co-operation projects.

35. The fellowship programme remains a vital additional input in the transfer of know-how. The Turin Centre has played a valuable part in this process. Measures should be taken by member States and other recipient organisations to ensure timely, equitable and full utilisation of fellowship components. Recipients should ensure that the skills required by trainees on completion of training are fully utilised. In deciding the award of fellowships, the special and emergent needs of developing, and in particular the least developed, countries should be kept in view.

36. Vigorous action should be taken to promote technical co-operation among developing countries (TCDC) in all ILO projects, including projects in favour of employers’ and workers’ organisations. In particular, at the regional level, the ILO should help in identifying expertise and institutional capabilities in such countries as a means of creating or strengthening sustainable development efforts in and among developing countries.

RESOURCES AND CO-ORDINATION

37. The availability of an adequate level of resources is crucial to the maintenance of a meaningful programme in response to the increasingly complex needs of developing countries. Every effort should, therefore, be made to ensure a steady flow of resources for ILO technical co-operation activities.

38. Adequate co-ordination with other externally aided programmes and projects is essential for the success of the ILO’s programmes. It is accordingly necessary to ensure such development co-ordination at the stage of both the planning and the implementation of projects.

39. The ILO should, where appropriate, join with other members of the United Nations system to assist the beneficiary countries at their request in strengthening their capacity in planning and co-ordinating external aid on a sectoral and intersectoral basis.

40. In view of the UNDP’s central funding and co-ordinating role in technical assistance in the United Nations system, the ILO should strengthen its collaboration with the UNDP as regards all aspects of its programme. It should make available its experience and expertise in the process of country programming, in national technical co-operation assessment and programmes (NATCAPs) and the round tables. The UNDP should fully involve the ILO which is a tripartite body in the technical consultations and planning of these different exercises so that employment, training and other social concerns can be given due consideration in the programming process.
41. The ILO should further strengthen its co-operation with the UNDP in regard to various UNDP-administered funds. Similarly, co-operation should be strengthened with other organisations in the United Nations system which finance operational activities of interest to the ILO. Such activities of other organisations in the United Nations system should, when operated with the assistance of the ILO, be complementary to projects for which the ILO seeks extra-budgetary funding.

42. The ILO should reinforce its co-operation and co-ordination with international and regional employers’ and workers’ organisations and make greater use of their experience, e.g. in the field of training.

43. The ILO should enhance its collaboration with institutions providing capital and development assistance so as to contribute its experience and expertise with a view to enhancing the impact of their activities in developing countries with special reference to the field of employment, training and management, and co-operatives. This co-operation should be continued and further strengthened.

44. ILO technical co-operation activities funded from multi-bilateral and other trust funds should continue to play a catalytic role in the ILO’s technical co-operation programme. Greater attention should be paid in using RBTC funds to (a) those activities which do not attract enough extra-budgetary funds, e.g. those relating to links between standards and technical co-operation, promotion of tripartism, assistance to employers’ and workers’ organisations; (b) activities for technical co-operation among developing countries (TCDC); (c) experimental and innovative activities on a pilot basis; (d) project preparatory activities as seed money for future extra-budgetary funded projects; and (e) evaluation.

VII

Resolution concerning the assessment of Poland for 1987

The General Conference of the International Labour Organisation,
In accordance with article 9, paragraph 2, of the Financial Regulations,
Fixes Poland’s contribution to the budget of the International Labour Organisation for 1987 at a rate of 0.64 per cent.

VIII

Resolution concerning the adjustment of the annuities for amortisation of the actuarial deficit in the ILO Staff Pensions Fund

The General Conference of the International Labour Organisation,
Decides to replace the existing annuities for the amortisation of the actuarial deficit of the ILO Staff Pensions Fund by the following:
- an annuity of US$200,000 for 1988;
- annuities of US$200,000 up to and including 1989;
- annuities of US$200,000 up to and including 1990;
- annuities of US$200,000 up to and including 1991;
- annuities of US$200,000 up to and including 1992.

1 Adopted on 18 June 1987.
IX

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

The General Conference of the International Labour Organisation,
In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organisation,
Decides to appoint as judge of the Administrative Tribunal, for a term of three years with immediate effect, the Honourable Miss Justice Carroll (Ireland),
Extends the terms of office of Mr. Jacques Ducoux (France) as judge of the Administrative Tribunal and Mr. Hector Gros Espiell (Uruguay) as deputy judge of the Tribunal for further periods of three years.

X

Resolution concerning the adoption of the programme and budget for the 61st financial period (1988-89) and the allocation of expenses among member States

The General Conference of the International Labour Organisation,
In virtue of the Financial Regulations,
Passes for the 61st financial period, ending 31 December 1989, the budget of expenditure of the International Labour Organisation amounting to US$324,860,000 and the budget of income amounting to US$324,860,000 and resolves that the budget of income from member States shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

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1 Adopted on 18 June 1987.
2 Adopted on 19 June 1987 by 349 votes in favour, 56 against, with 19 abstentions.