I

Resolution concerning the procedure at the Thirteenth Conference of American States Members of the ILO

The General Conference of the International Labour Organisation,
Recalling that, in the light of the reforms introduced on an experimental basis at the Eleventh Asian Regional Conference to reduce the length and cost of regional conferences provided for in the 1992-93 budget, the Governing Body has decided that it is necessary to introduce certain other changes for the Thirteenth Conference of American States Members of the International Labour Organisation and that, pending revision of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation, authority should be given to the said Conference to derogate from them, as required, to implement these changes on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Hereby authorises the Thirteenth Conference of American States Members of the International Labour Organisation, by way of derogation from the applicable Rules, (a) to consider the business carried out at preliminary group meetings preceding the formal opening of the Conference as having been carried out in official group meetings;
(b) to dispense with the appointment of a Selection Committee and entrust its functions (except in respect of resolutions for which a Resolutions Committee may be appointed under article 13, paragraph 3, of the Rules) to the Officers of the Conference;
(c) to limit the composition of the Resolutions Committee to not more than five members from each group;
(d) to authorise, in case of need, any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report direct to the plenary of the Conference instead of through the Committee;
(e) to suspend the requirement that reports on technical items on the agenda be dispatched by the Office so as to reach governments at least three months before the opening of the Conference if any such report is included in a single volume with other reports of the Director-General, which would thus be required to reach governments two months beforehand;
(f) to reduce the time-limit for addresses to the Conference from 15 to ten minutes.

II

Resolution concerning adjustment and human resources development

The General Conference of the International Labour Organisation,
Having taken note of Report VI on adjustment and human resources development:
1. Adopts the following conclusions;
2. Invites the Governing Body to request the Director-General:
(a) to bring these conclusions to the attention of member States and of employers' and workers' organisations;

1 Adopted on 4 June 1992.
(b) to take these conclusions into account in preparing future activities of the International Labour Organisation.

Conclusions concerning adjustment and human resources development

INTRODUCTION

1. All countries need to pursue policies that enable adjustment to the changing conditions of an interdependent world economy. Such policies should contribute to an international effort to promote growth, increase investment and overcome the debt crisis. There can, of course, be no general or universal prescription for the achievement of these goals; each country's situation is different and policies need to be designed that are specific to national problems and perspectives. For example, rising interest rates have had a particularly adverse impact on developing countries. Countries at all levels of development, however, have been reviewing and changing policies that have led to stagnation, unemployment and declining competitiveness. They also have had to adjust their economic structures in response to the trend towards democracy, as well as to changes in technology, changes in international trading patterns and to new market forces. Structural adjustment is a corrective process aimed at achieving improved living standards, full employment, competitive and profitable undertakings, and sustainable, non-inflationary economic growth. The magnitude and intensity of these adjustments have varied according to the initial conditions of an economy. Economies that are competitive, and have well-functioning markets, responsive economic and social institutions, and effective social protection have tended to adjust most smoothly. Those countries without these advantages face difficult challenges of adjustment, including the need for major policy and institutional reforms as well as special policies to mitigate the social costs of adjustment. In all countries, securing the highest possible level of education and training for all workers is vital for structural adjustment as well as for economic and social progress.

2. Both the nature of adjustment and its effects differ amongst countries at different levels of development and among regions. In industrialised and newly industrialising economies, adjustment consists primarily of the adaptation of the industrial structure to technological change; improved work organisation and practices; shifts in the international division of labour; new characteristics of work; and the successful development of an entrepreneurial spirit in the economy. In transition economies, the adjustment process is more complex, involving the formulation of new policies to cope with the closure of many uncompetitive industries and the development of institutions necessary for a market economy. In developing countries, adjustment often has to be implemented against a background of a heavy burden of external debt and widespread poverty. This imposes severe constraints on their ability to bring about major reforms necessary for economic recovery and long-term growth while having at the same time to prevent an aggravation of already high levels of poverty. These countries often require external assistance to achieve the objectives of their structural adjustment programmes. Such programmes need to pay special attention to the social dimensions of adjustment and the pace and intensity of reforms have to be framed with these considerations in mind. In all countries, structural adjustment policies should be formulated in agreement with the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in 1987, which suggested, among other things, appropriate measures to encourage sustained, non-inflationary growth, increase the adaptability of the labour force and economic enterprise, overcome the debt burden of developing countries, promote international trade, stimulate fuller employment, promote dialogue and cooperation with employers' and workers' organisations, reduce poverty and mobilise the support of international organisations to facilitate action by governments to these ends.

3. In this context, the conclusions of the ILO's High-Level Meeting on Employment and Structural Adjustment need to be re-emphasised. In particular, it is important to recall the principles which should guide the formulation and implementation of structural adjustment programmes. These include: the need to pro-
tect the poorest and most vulnerable groups from the negative effects of adjustment programmes; the maintenance and extension of an open world trading system recognising that protectionism in all its various forms delays needed adjustment; the need to reduce debt; the promotion of tripartite consultation and cooperation; respect for basic ILO standards; and the promotion of collective bargaining.

4. Adjustment programmes should be implemented on the basis of full respect for democratic principles, human rights and social consensus. They should also attempt to ensure a fair distribution of the costs and rewards of the process of adjustment. Successful adjustment requires policies that are complementary and economically, politically and socially sustainable. Labour standards should not be violated and changes in these standards should be introduced only after full tripartite consultations on the issue. Every effort should be made to prevent any excessive widening of social inequalities.

5. Education and training are preconditions for achieving economic growth and vital ingredients for the success of adjustment programmes. In addition, they enhance the ability of enterprises to respond more effectively to their customers' needs. The education process, for which governments have the primary responsibility, should have as one of its main outputs an increase in the ability and motivation of all individuals to learn and to acquire the level of education necessary to play a full and active part in the democratic process. By providing workers with the skills required in new industries education and training support the growth of these industries while at the same time facilitating the redeployment of redundant workers. In addition, by upgrading the skills of the workforce, training enhances the capacity of an economy to adopt new technologies and new forms of work organisation, thereby raising the productivity and international competitiveness of industries. Training can also make a crucial contribution to enterprise creation, including productive and freely chosen self-employment, a strategic component of economic growth.

6. Raising the general level of education and improving basic skills such as literacy, numeracy, problem-solving ability and communication skills are important social and economic objectives. Governments should consequently endeavour to ensure universal free access to basic education since this is a fundamental human right and an obligation of government. Workers should also be given opportunities for personal development, education and skill upgrading at appropriate stages in their working lives. Education and training also contribute importantly to the attainment of social objectives such as the advance of democracy, broader social participation, greater industrial democracy, improved industrial relations and social stability. Well-educated and trained workers are more employable, better equipped to assume responsibility and accountability, more easily change jobs, and are better able to participate effectively in the affairs of enterprises and society.

7. To realise these potential benefits, education and training policies have to be guided by several important considerations. One basic requirement is that the education and training system should be flexible and responsive to changing labour market conditions. This maximises both the individual and social benefits derived from investments in education and training. Individuals find employment appropriate to their skills, enterprises obtain the types of workers they need and society benefits from fuller employment and higher productivity. However, education and training policies also have to meet important social objectives. Consequently, market forces should not be the only determinant of the educational and training needs of society. These needs should be defined through a democratic process that takes full account of the long-term goals of society, the development of national culture and the preferences of individuals. Equitable and non-discriminatory access to training opportunities is a precondition for equal employment opportunities. Training is also a potentially powerful instrument for improving the integration of disadvantaged groups into economic and social life. Training policies focused on women, the poor, the unemployed, older workers, youth, minority groups and disabled persons can significantly enhance their employability. Training in occupational safety and health is an important component of an integrated national training programme.
8. Structural adjustment programmes, especially in their early phase, have often caused declines in levels of economic activity, lower tax receipts and reductions in government expenditures. As a result, many countries have been forced to cut their public expenditures, including expenditures on education and training. The results of those cuts have often been negative, contributing to the erosion of countries' endowment of skills and knowledge and thereby jeopardising their prospects of recovery and sustained, long-term economic development. In some circumstances, budget cuts for education and training may have disproportionately affected poorer groups who have seen their access to education and training and prospects for future employment and income earning opportunities reduced. In some countries, the lack of appropriate investments in education and training and the failure to encourage investment, especially in skill-intensive industry, have contributed to the increase in the number of low-skilled, low-wage jobs and to job loss.

9. It is important for governments to avoid these negative effects and to strengthen the positive contribution that education and training can make to support successful adjustment. Education provides the general literacy, numeracy, communication, scientific and problem-solving skills that improve the individual's ability to adapt to change and learn new skills. Training, when responsive to the changing needs of the labour market, can facilitate the adjustment process by equipping workers with the specific skills needed to shift from declining to expanding sectors of economic activity. It can provide skills necessary to become productively self-employed. By raising the productivity and adaptability of workers, education and training increase enterprises' competitiveness and their ability to adjust to rapidly changing markets and consumer preferences. By increasing the occupational, regional and functional mobility of workers, education and training increase the efficiency of labour markets and allow workers to orient themselves vocationally and choose jobs in which they will be most productive. Experience shows that investments in a good educational system, followed by appropriate training efforts for workers, when combined with appropriate national policies and enterprise structures, contribute significantly to rapid economic and social development, even in circumstances when natural resources are limited. Education and training therefore constitute an essential element in a virtuous circle consisting of training and skill development, higher work motivation, higher productivity, continuous adjustment of enterprises and workers to change, higher employment and increased incomes and well-being.

10. Governments should have the political will to mobilise all appropriate human, material and financial resources to reverse the negative impact that stabilisation and adjustment have had on education and training in many countries. For example, the reduction of military spending should enable governments to channel substantial resources to productive and socially beneficial activities, such as education and training. Improved targeting and greater cost-effectiveness in the use of public expenditures will also make an important contribution to boosting education and training programmes to adequate levels. Governments should mobilise resources for education and training on the grounds of both equity and impact on the economy: equity because the burden of adjustment should not fall disproportionately on the least educated and least able to pay, and economically because increased investment in human resources would have an expansionary effect on the economy and increase the availability of skills. Where cost recovery measures have been introduced the effect has often been to limit the access of low-income groups to education and training. Safeguards should therefore be established to ensure that the fees charged do not constitute an insurmountable barrier to the poor.

11. The mobilisation of non-governmental sources of funding for education and training should be given high priority. Adjustment has encouraged a variety of actors, including enterprises, trade unions, national and local governments, non-governmental organisations and community groups, to develop innovative responses to the need for education and training in order to cope with adjustment.
Government and the social partners should encourage enterprises to engage in business-education partnerships, promote community training institutions and undertake other activities conducive to expanding access to training opportunities. Education and training institutions should be encouraged to support adjustment by expanding their training programmes for business creation and promotion and distance learning. Employers, workers and, where appropriate, their representative organisations should cooperate in establishing comprehensive training programmes, including improvements of existing schemes.

12. The use of low-cost, innovative training methods offers another means of maximising the impact of limited training resources and overcoming the effects of budgetary restrictions. Most conventional training methods are expensive for developing countries and can reach only a small proportion of the population needing access to education and training. Large numbers of workers in the urban informal and rural sectors, as well as the growing number of unemployed workers, require access to training in order to improve their situation. Governments, enterprises, education and training institutions, workers' and employers' organisations and other training providers should therefore give priority to developing and disseminating low-cost training methods that save on scarce resources without compromising the quality of training. These would include audio-visual training methods, training by correspondence, distance learning and new, cost-effective instructional technologies.

**COMPREHENSIVE HUMAN RESOURCES DEVELOPMENT POLICIES**

13. Comprehensive human resource development policies should be formulated by governments in consultation with the social partners. Governments and the social partners may consider vesting in a tripartite national training authority or other nationwide board the tasks of formulating and reviewing national training policies. A basic objective should be to promote the creation of an institutional framework and infrastructure for implementing these policies.

14. Comprehensive human resource policies should be formulated and implemented within the framework of adherence to democratic principles, tripartism, and consultation between the government, the social partners and community groups. This will ensure maximum popular support for these policies and create a collective ownership of solutions to problems of training and skill development.

15. Under the overall umbrella of comprehensive human resources development policies, a new division of roles in training should be envisaged among governments, training institutions and the social partners. It is incumbent on governments to create an economic and social climate favourable to learning and skill development, as well as to ensure basic education and training. Governments are responsible for providing the economic and social framework that promotes long-term growth. They should make training policy and investments in education and training an integral element of long-term strategic planning and economic policy-making. Governments should mobilise public and private resources for education and training and create a supportive policy environment that encourages enterprises, training institutions and other actors to invest in training and that promotes and supports the individual's desire for learning and skill development.

16. In the context of comprehensive human resources policies, governments should ensure an effective and supportive infrastructure for training. This infrastructure should be capable of responding quickly to the specific needs of local labour markets by promoting training that meets the demand of enterprises and individuals for skills and employment-related qualifications. Governments should maintain a system of certification of skills and accreditation of institutions in order to ensure the quality and comparability of training. They should also define the desired core competencies required for improved economic and enterprise performance and ensure that vocational qualifications provide links to career advancement by giving workers access to higher levels of education. Governments should provide incentives for firms and individuals to engage in training activities, offer vocational guidance and counselling services, and also provide training sup-
port to small and medium-sized firms and the self-employed, often lacking the resources to organise and finance their own training. While preserving their role as catalyst and regulator of national laws affecting training, they may, where adequate alternatives exist, consider reducing their role in providing training programmes.

17. Structural and technological change creates demand for new skills and make it necessary to develop new forms of training. Training and education in today's rapidly changing labour markets cannot take place only in schools and training institutions. Theoretical instruction combined with practical training is widely recognised as an effective means of facilitating the transition between school and the world of work. There is therefore a need increasingly to make use of the enterprises that are capable of organising this kind of training. It is also important to exploit innovative training schemes that in various forms combine school-based education with practical training and which offer a variety of choices in career and skill development. The best prospects for adapting training is therefore in the development of various links between schools, public and private training institutions and enterprises.

18. An important objective of human resources development policies should be to make training respond better to the demand for skills and knowledge of the economy, enterprises and individuals. This can be achieved by strengthening tripartite consultations on training objectives and content, decentralising training decisions from central training authorities to regional and local community bodies and by linking enterprises, unions and training institutions in activities related to curriculum development, enrolment planning, vocational guidance and student placement. These measures are likely to improve the ability of training institutions and individual programme managers to adjust their training programmes to enterprises' and the economy's needs for skills and qualifications. They are also likely to contribute to greater equity in access to education and training.

19. Successful adjustment depends on improved company performance, which cannot be achieved without a more skilled workforce and the creation of an enterprise culture that can harness the creative and productive potential of workers and prepare them for change. It can be promoted by enterprise reforms that would increase staff participation in matters affecting their daily work, improve work organisation and practices and promote positive attitudes to change. In particular, education and training to upgrade staff skills will contribute to breaking down those hierarchical working relations that stifle initiative and prevent mobility and career advancement. The social partners should pursue these objectives through negotiations and improve wages and working conditions as a consequence.

20. Enterprises benefit greatly from training and have a responsibility to make a financial contribution to its costs. Many experiences around the world demonstrate that there are several ways in which governments can encourage enterprises to improve the quantity and quality of training. Measures which have been introduced successfully in different countries include levy schemes on enterprise payrolls to finance training, tax rebates based on expenses incurred in training, subsidising part of training costs, and the channelling of public funds through national, regional and local bodies on which the social partners are represented. It is also argued that, if properly managed, a levy can contribute to a more equitable sharing of the costs of training, raise employers' awareness about the importance of training for enterprise success and encourage them to review their investments and provisions for training. In undertaking these measures governments should ensure that they are not just financing bureaucratic institutions, but that funding is effectively used to promote skill development activities for enterprises. Governments can encourage employers to undertake training through financing innovative promotion schemes, workplace reforms, training awards, and the exchange of information about best practices in training.

21. Policy-makers, training institutions and enterprises require accurate, up-to-date information about the demand for and supply of skills in order to design relevant training programmes. Training institutions, the social partners and policy-makers should collaborate in developing such information systems. Regular surveys of skill needs should be instituted to support the planning of training and retraining programmes and to increase labour capabilities.
22. In developing countries undergoing structural adjustment, the initial phase is often associated with recession; a consequent rise in unemployment; a decline in real wages and the earnings of the self-employed; and reduced social expenditures. This is often exacerbated by the retrenchment of civil servants and employees of state enterprises as a result of cuts in public budgets and the phasing out of unprofitable state enterprises. These developments can be of long duration in cases where structural adjustment measures are ineffective, incomplete or are slow in producing the anticipated revival of economic growth. In these circumstances, special measures should be considered to mitigate the social costs of adjustment. These measures include the retraining of retrenched workers; the promotion of productive and freely chosen self-employment through training, credit and other support programmes; and targeted social assistance for the most vulnerable.

23. In many developing countries such measures are part of structural adjustment programmes and are usually implemented through social funds which are partly financed by external assistance. While this is a welcome development, there is significant room for improvement. The resources available under such social funds are often meagre in relation to the scale of the needs. Increased external assistance is called for, especially in the case of least developed countries. Where the social costs of adjustment are particularly acute, it may be necessary to reconsider the pace of implementation of certain aspects of structural adjustment programmes.

24. These social funds are normally implemented without the involvement of the social partners. They can be made more effective, more relevant and enjoy wider support if the social partners are consulted in their management. Tripartite consultations on programme priorities, project design, implementation and evaluation will ensure greater sensitivity to the needs of potential beneficiaries and result in more participative forms of programme implementation. In addition, national tripartite consultation on the design of overall structural adjustment programmes would make a significant contribution to minimising the social costs of structural adjustment.

25. Active policies focused on vulnerable groups and depressed regions should be implemented in all countries undergoing economic restructuring. The loss of unproductive jobs is an inevitable consequence of economic restructuring and anticipatory policies for retraining and redeployment of displaced workers should constitute an integral part of adjustment programmes. Retraining programmes must respond to the new demands in the labour market and the intervention must be as early as possible and accompanied by a full range of services such as assistance in job search, vocational guidance and placement. Countries that provide unemployment benefits should ensure that they provide a basic income. However, the level and duration of benefits should encourage an early return to work and thereby increase the effectiveness of retraining programmes. It is also important to integrate training and retraining policy with employment, welfare and income support policies since these policies are inter-related and should be mutually compatible and supportive.

26. Apart from government-run programmes, retraining opportunities can also be expanded by providing incentives to private enterprises to organise retraining programmes. These incentives have taken different forms in different countries, depending on national law and practice, and have included grants drawn from training levies, tax rebates and tax credits as well as relevant community-based training initiatives.

**Equity in training**

27. Equality of access to training is a requirement for the elimination of discrimination in economic and social life. Every effort should therefore be made to ensure equitable and non-discriminatory access to training opportunities. Equity issues assume a heightened significance during structural adjustment because dis-
advantaged groups are particularly vulnerable to a deterioration in their economic condition and reduced opportunities for training. Special measures to prevent this are therefore required.

28. Governments have the primary responsibility for ensuring equal and non-discriminatory access to training and consequently should establish an appropriate body to ensure that this is done. Equal opportunity commissions should, where appropriate, be established. These commissions can make an important contribution to the elimination of discrimination in training and employment on the grounds of gender, religion, ethnic origins, age or disability. Such commissions can stimulate the introduction of equal opportunity legislation and monitor its enforcement. They can also promote voluntary action to reduce discrimination through funding research and action programmes in this area. Furthermore, they can undertake research to identify systemic barriers to the integration of the disadvantaged into mainstream training and employment and to formulate measures to remove these barriers.

29. In most societies, the employment opportunities for women are substantially less than those for men, and programmes to eliminate discrimination against women in education, training and employment merit special attention. A comprehensive set of measures needs to be introduced and executed to ensure gender equality. Equal opportunity legislation needs to be supplemented by measures such as the creation of equal parental rights, the provision of child-care facilities, campaigns against sexual harassment, and information programmes to change the attitudes of employers and workers and break cultural stereotypes that are detrimental to women. Special measures to promote equal access to educational and training opportunities are also important. These include the provision of vocational guidance and other measures to encourage women to enter non-traditional fields of training. The design of training programmes should make allowance for the time constraints women face because of family responsibilities.

30. Special training programmes should be provided for other disadvantaged groups such as ethnic minorities, migrant workers, older workers, marginalised youth and disabled persons. These programmes should aim at integrating such disadvantaged groups into the mainstream of economic and social life. In order to maximise their effectiveness, the design of these programmes has to take into account the special needs of particular groups. Measures such as training in language and numeracy skills may have to precede vocational training, and institutional support in the form of child-care and other facilities may be required to encourage participation. It is also desirable to design customised training initiatives based on an assessment of individual and enterprise needs. Although governments have the main responsibility for financing and organising these programmes, initiatives by employers' organisations, enterprises, trade unions, international and national NGOs and community organisations should be encouraged. Where possible these organisations should be used as implementing agencies of training programmes.

31. Among these disadvantaged groups, migrant workers deserve special attention in view of their growing numbers and the severe difficulties they face in gaining access to training opportunities. These difficulties often spring from their insecure status in host countries and their unfamiliarity with local languages and cultures.

32. Developing countries face a major challenge in extending training opportunities to large numbers of the poor, who are normally illiterate or semi-literate, in rural areas and in the urban informal sector. Intensive programmes need to be organised that involve basic literacy training and supporting measures to boost income-generating opportunities, provide basic social protection and promote collective action by informal sector producers and workers. In view of the large numbers that must be reached, audio-visual and other innovative and low-cost alternatives to conventional training programmes should be used. Special attention should be given to encouraging an entrepreneurial approach and developing the necessary skills for enterprise development.
33. Training and other programmes directed at the informal sector in developing countries should have as a basic objective the progressive integration of this sector into the formal sector. Training programmes have to be supported by the provision of basic infrastructure and credit. Special efforts should be made to remove constraints to the integration of small informal sector enterprises into the formal sector by increasing their productivity and ability to meet accepted business practices in the formal sector. Basic social protection should be provided to informal sector producers and workers placing particular emphasis on freedom of association and freedom from forced labour, the development of some elementary forms of social security, and providing information and training to informal sector enterprises on measures that can be taken to reduce exposure to occupational safety and health risks. Governments should support the initiatives to improve social protection in the informal sector undertaken by producer cooperatives, trade unions and other groupings in that sector.

ROLE OF THE SOCIAL PARTNERS

34. Employers' and workers' organisations should participate actively in the formulation of national and sectoral training policies and in the implementation of training programmes at the national, regional and local levels. Workers' organisations have a major role in encouraging their members to undertake training. Both employers' and workers' organisations have an important role to play in defining the current and future training needs of the economy and thereby ensuring that the training system is fully responsive to market needs. Employers' and workers' organisations have a contribution to make in ensuring that training policies and programmes are sensitive to training needs broader than those solely determined by the market as well as to equity issues.

35. Employers' and workers' organisations should be consulted in determining national systems of skill certification and the content of training courses. They can also contribute to the monitoring and evaluation of training policies. Of particular importance is the feedback they can provide to policy-makers on whether the current policy environment provides sufficient incentives for enterprises to train and for workers to undertake training. In addition they can provide regular feedback on performance to training institutions.

36. Employers' organisations have an important role to play in stimulating training by enterprises through the provision of information and technical services on the design and implementation of industry and plant-level courses that would facilitate the access of workers to training. These services will be particularly useful for small enterprises. Management training and entrepreneurship development programmes run or supported by employers' organisations are particularly useful additions to national training efforts. Similarly, initiatives by enterprises such as the setting up of training centres for deprived urban youth and the organisation of retraining programmes for displaced workers contribute significantly to the attainment of social objectives. Employers can also stimulate training through promoting work organisation and payments systems that value and reward skill acquisition. Collaboration between enterprises and training institutions in training initiatives should be encouraged.

37. Workers' organisations play an important role in organising training programmes for their members and in negotiating better training by enterprises, its extension to workers not adequately covered, and the provision of adequate incentives and assistance for workers to acquire additional skills. Workers' organisations can also play a very important role in providing training in occupational safety and health and in ensuring that training programmes in enterprises are sensitive to the special needs of women workers and young workers. They can also make a significant contribution to poverty alleviation through training programmes for rural and urban informal sector workers.

38. Industrial relations approaches that allow for consultation and cooperation can play an important role in facilitating the introduction of new, more flexible, forms of work organisation and production technologies that permit enterprises to
adjust to rapidly changing and increasingly competitive markets; and to encourage the integration of training into the overall enterprise strategy.

**Action by the ILO**

39. The activities of the ILO in the promotion of human resources development must be seen in the context of national circumstances and relevant international labour standards, particularly the Human Resources Development Convention, 1975 (No. 142), the Human Resources Development Recommendation, 1975 (No. 150), the Employment Policy Convention, 1964 (No. 122) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). They also need to be planned and developed within the framework established by the High-Level Meeting on Employment and Structural Adjustment held in 1987. In addition these activities need to be sharply focused to make the best use of limited ILO resources to promote human resources development. Outputs should be assessed and the cost-effectiveness of specific activities and projects evaluated. There are four areas described in paragraphs 40-43 below which the ILO should continue to emphasise in its efforts to ensure the critical importance of human resources development in economies faced with the demands of structural adjustment. In continuing to emphasise these efforts the ILO should:

40. In respect of **human resources development policies**

(a) strengthen its leadership role in advocating that investment in human resources development and especially in basic education and in vocational training is a priority of governments and the social partners during structural adjustment; not only to facilitate the process of adjustment but, in addition, to ensure the equal participation of all individuals and the social groups in the labour market and to maintain or increase the skills of workers necessary for long-term economic and social development;

(b) intensify continuing dialogue between the ILO and the Bretton Woods institutions in order to maintain expenditures in education and training during adjustment programmes. This advocacy should be supported by in-depth analytic studies, information dissemination, advisory services and, where appropriate, participation in structural adjustment missions;

(c) encourage and facilitate consultation with the social partners when structural adjustment programmes are being designed and negotiated. The ILO should encourage and assist the social partners to participate fully in such consultations by helping them to develop their capacity to analyse structural adjustment issues within the framework of broad national social, especially educational, and economic objectives;

(d) assist governments and the social partners in designing training and retraining activities as part of programmes to compensate for the social costs of adjustment. In circumstances where many new employment opportunities are located in the informal sector, the ILO should assist member States to develop innovative, low-cost training methods for helping informal sector workers to improve their productivity and working conditions. The ILO also should prepare for policy-makers a compendium of approaches to mitigate the social costs of adjustment, particularly for use in countries in transition and in developing countries;

(e) intensify its assistance to policy-makers to improve their capacity to design training activities that are linked to and benefit from general educational programmes. The ILO also should assist the social partners in developing their own capacity to analyse adjustment;

(f) encourage and assist policy-makers to evaluate training needs and plan appropriate responses within a broad educational, economic and social framework;

(g) assist in the organisation of national tripartite conferences to evaluate adjustment programmes with a view to promoting successful responses;

(h) consider organising a follow-up meeting to the High-Level Meeting on Structural Adjustment held in 1987;
(i) give policy advice to governments, based on in-depth research concerning training and education, in line with the policy priorities identified by the conclusions of this Committee;

(j) assist member States in examining means to ensure equal access to education and training for all groups of the population.

41. In respect of national capacities to implement human resources development programmes

(a) intensify its technical cooperation programmes with developing countries and with countries shifting from centrally planned to more market-oriented economies. These technical cooperation activities normally should be managed by national organisations rather than donors and should draw on national expertise, including employers' and workers' organisations, so as to ensure enhanced national capacity and not merely the achievement of relatively narrow project objectives. In implementing technical cooperation activities, emphasis should be put on the promotion of international labour standards, tripartite cooperation, collective bargaining and safety and health in the workplace;

(b) give priority to strengthening the capacity of employers, especially in small and medium firms, to design and implement training programmes that increase the productivity of their enterprises and contribute to the personal development of their employees, particularly where such programmes are based on a strong collaborative partnership between employers and trade unions;

(c) collaborate with member States in developing guidelines, procedures and training materials that increase opportunities for productive and freely chosen self-employment and that raise the productivity of workers, especially those working in the informal sector, leading to improved wages, living and working conditions;

(d) develop a programme for promoting partnerships between education and training institutions and the social partners. This programme would, in particular, endeavour to link employers' and workers' organisations, where they exist, with such institutions in jointly developing and implementing training programmes;

(e) encourage and promote developed and developing country dialogue leading to closer cooperation, the development of the interchange of information, the transfer of technology, the provision of training programmes and skills, and the analysis of markets on a continuing basis, leading to closer forms of partnership.

42. In respect of research and information dissemination

(a) undertake applied and practical research that will assist countries to develop appropriate human resources development responses to the challenges posed by structural adjustment. For example, the ILO should compile and publicise information on the impact of various structural adjustment policies on national populations, workers, and vulnerable social groups. Secondly, given the widespread interest in finding the most effective means of encouraging employers to provide training, the ILO should conduct a comparative study of the costs and benefits of different approaches, including tax rebates, enterprise-based training levies and the channelling of public funds for training through accountable bodies in which the social partners are represented. The study should provide countries with practical means of assessing the effectiveness and relevance of these different approaches to their own particular national circumstances, and guidelines for their implementation;

(b) strengthen the capabilities of national statistical offices, national training authorities, individual training institutions and enterprises to collect and analyse data on the demand and supply of training, including training for informal sector activities. This information will provide the basis for designing and implementing training policies and programmes in support of formal and informal sector training activities so as to improve the income earning abilities, living and working conditions of producers and workers, including the strengthening and modernisation of traditional apprenticeship training;
(c) reinforce its role as an international clearing-house for the collection, analysis and dissemination of information about training policy developments, institutional reforms in training, including the effects of privatisation of training institutions, incentive systems that encourage private sector training and innovations in extending training to groups that have been particularly hard hit by structural adjustment and have limited access to training. A particularly important objective of the ILO should be to publicise innovative local approaches to human resource development by enterprises, non-governmental and community organisations, employers' organisations and trade unions, as well as activities conducted jointly by the social partners. An important means of strengthening its clearing-house role is through the establishment of networking arrangements with educational and training institutions, especially at the regional level;

(d) prepare and disseminate a synopsis of research findings of national training experiences contained in the ILO's publications on training;

(e) undertake a programme of national and regional tripartite workshops and seminars that provide opportunities for the social partners to share their experiences in human development, especially the results of innovative responses to structural adjustment. The International Training Centre of the ILO should play an important role in this area, both in the conduct of such activities, at the Centre or in the regions, and in the preparation of appropriate background and instructional materials;

(f) undertake comparative analytical studies of the institutional framework for training in different countries. These studies should identify different institutional mechanisms and policies that have been employed for adjusting training programmes to meet better enterprises' skill demand and the skill needs of the informal sector, while ensuring equity in training. They should also endeavour to identify the technical, managerial and financial means by which traditional apprenticeship training could be strengthened and modernised to meet the skill and development needs of the informal sector. Based on these evaluations effective strategies for undertaking training policy reforms should be developed.

43. In respect of special programmes

(a) exercise vigorously its unique role among international organisations as the advocate of tripartite collaboration and as champion of the most vulnerable social groups. This responsibility is greater today than ever because of the difficult world economic conditions and the necessity for many countries to undergo substantial restructuring of their economies. The ILO must continue to assert its message concerning social equity and the development and efficient utilisation of human resources both in international forums and in its collaborative activities with the Bretton Woods institutions and regional development banks. The ILO should continue to reiterate that structural adjustment should emphasise social justice and the sharing of the burdens of adjustment, the improvement in working and living conditions which will result from structural adjustment, and tripartite consultation and cooperation on adjustment to improve the probability of its success;

(b) intensify its efforts to improve opportunities for women to participate on an equal basis in all human resource development and labour market programmes. In addition, it must strengthen technical cooperation programmes that promote the full economic social equality of women and improve the working and living conditions of the poorest groups of women, especially in rural areas, who have not had the opportunity to attend school and who, in addition to family responsibilities, are burdened with heavy work responsibilities outside the home;

(c) reinforce its programmes, consistent with the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), to make sure that disabled persons, one of the most vulnerable social groups, are not unfairly impacted by structural adjustment programmes, reduction in social expenditures and privatisation. The ILO should assist countries moving to more market-oriented economies to develop policies and programmes that demon-
strate methods of providing equal opportunities for disabled persons in compet­itive labour markets;
(d) strengthen the role of the International Training Centre of the ILO, which represents a substantial potential to advance the ILO’s efforts in human re­sources development. The Centre should continue to intensify its programmes aimed at enhancing the capacity of training organisations to develop effective managerial and professional skills, especially through training of senior man­agers and trainers of trainers. The Centre should also develop innovative, low-cost instructional methods and materials for use in developing and transitional economies. The Centre has a key role to play in the functioning of information networks. Its management training and workers’ education pro­grammes should be strengthened.

III

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled: “Prevention of major industrial accidents”

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 prevention of industrial disasters,
Decides that an item entitled “Prevention of major industrial accidents” shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Convention and a Recommendation.

IV

Resolution concerning the role of enterprises in employment growth and the creation of full, productive and freely chosen employment

The General Conference of the International Labour Organisation,
Recalling the obligation of the ILO to further programmes which will achieve, inter alia, full employment, the raising of standards of living, and a just share of the fruits of progress to all,
Recalling the Employment Policy Convention, 1964 (No. 122) and Re­commen­dation, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169),
Recalling also the conclusions of the High-Level Meeting on Employment and Structural Adjustment, held in November 1987,
Recalling that the standards of the ILO relating to employment address all forms of productive activity which provide means of earning a livelihood,
Considering that continuing structural adjustment in the context of technologi­cal developments and changes in world markets requires intensified efforts to maximise employment opportunities in all countries,
Recognising that a key element in solving the problems of unemployment and underemployment faced by many countries lies in the creation of a favourable climate for the efficient utilisation of human skills including entrepreneurial and management skills, and the exercise of these skills by individuals, within the frame­work of policies that encourage the creation and growth of enterprises, especially small and medium-sized ones, that are competitive nationally, regionally and internation­ally,

1 Adopted on 22 June 1992.
Considering that there is a need for tripartite cooperation in the creation of an environment that would stimulate enterprise and investment, and through that, employment growth and improved living standards and working conditions, freedom of association and free collective bargaining,

Considering also that the full use of consultation between governments and the social partners, at all appropriate levels, greatly facilitates such cooperation and the achievement of these objectives,

Convinced of the need for government policies which provide the appropriate infrastructure and framework for economic and employment growth, investment and active labour market policies;

1. Calls upon governments and employers' and workers' organisations to:
   (a) promote economic, industrial, investment and employment policies, including active labour market policies, that provide an environment in which enterprise can develop and flourish and new small and medium-sized enterprises are established, so that self-sustaining new jobs, offering full, productive and freely chosen employment can be created, and living standards and working conditions can be improved;
   (b) make full use of consultation in the formulation of such policies;
   (c) encourage constructive industrial relations systems, including collective bargaining systems where relevant, in order to facilitate the implementation of these policies;
   (d) improve employment services and training and retraining programmes;
   (e) take appropriate measures to encourage an entrepreneurial approach and the necessary skills for enterprise development, in particular through training and retraining programmes;
   (f) devote particular attention to measure which will assist the most marginalised sections in society, such as women and rural workers, to find employment opportunities.

2. Invites the Governing Body of the ILO to instruct the Director-General:
   (a) to give special emphasis, when implementing the programme of the ILO and when planning future activities, to:
      (i) activities that promote the development of appropriate economic and employment policies that would:
          - encourage an entrepreneurial approach and the necessary skills for enterprise development, especially in small and medium-sized enterprises, with a view to expanding sustainable and productive employment;
          - enhance the potential of enterprise in the creation of full productive, and freely chosen employment; and
          - help to improve living standards and working conditions;
      (ii) training and retraining programmes directed towards enabling unemployed people, including new entrants to the workforce, those displaced by structural adjustment and those in marginalised sections of society, to acquire the necessary skills and qualifications to find employment or re-employment or to start their own economic activities;
      (iii) activities fostering the creation of new enterprises as a significant means of re-employing people who may lose their jobs in the process of structural adjustment, as well as providing employment for new entrants to the workforce;
   (b) to promote and organise exchanges of experience among countries adopting as essential elements of their economic and employment policies, in order to increase opportunities for sustainable and productive employment:
      - a diversified and efficient market economy;
      - the promotion and encouragement of the creation and development of enterprises without unnecessary regulation and excessive bureaucratic interference;
- the promotion of freedom of association and free and voluntary collective bargaining;
- facilities for, and the promotion of, adequate consultations between the social partners, at all appropriate levels, on how to cope with and facilitate the implementation of structural adjustment in the labour market;
- the full incorporation of adequate social considerations into economic programmes.

V

Resolution concerning employment promotion as an essential component of overall development

The General Conference of the International Labour Organisation,
Considering that the Universal Declaration of Human Rights provides that "everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment",
Recalling the ILO's responsibility, according to the Declaration of Philadelphia, to promote programmes which will achieve full employment, and the fact that the Preamble to the Constitution of the Organisation advocates the prevention of unemployment and the provision of an adequate living wage, and reaffirming continuous support for the Employment Policy Convention, 1964 (No. 122),
Considering that the International Labour Organisation affirmed in the Declaration of Philadelphia that "the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy", and further affirmed that it was the responsibility of the Organisation "to examine and consider all international economic and financial policies and measures in the light of this fundamental objective",
Recalling the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987,
Recalling also ILO standards on employment policy,
Noting with concern the decline in employment opportunities in various regions of the world and the increase in unemployment and underemployment in several industrialised countries as well as in developing countries and countries in transition,
Recognising the need to ensure respect for the principles contained in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Workers' Representatives Convention, 1971 (No. 135), and the Rural Workers' Organisations Convention, 1975 (No. 141),
Recognising the responsibility of governments in the field of development policy and in the promotion of an environment which stimulates growth and employment and the importance of consultation with employers' and workers' organisations in the formulation of relevant policies in these areas;
1. Urges governments and, where appropriate, employers' and workers' organisations:
(a) to formulate and apply, as a matter of priority, an active policy to promote full, productive and freely chosen employment, through sustained economic growth and development, and thereby raise the standard of living of the population;
(b) to adopt policies which encourage job-creative economic activities, in line with national policies and development criteria; to develop employment and vocational guidance services so as to facilitate access to the labour market;
(c) to continue and intensify efforts to devise coherent training systems and policies;

1 Adopted on 22 June 1992.
(d) to develop social, employment and training programmes that would help to prepare the entry of young people into working life and the reintegration in the labour market of the long-term unemployed, workers displaced by restructuring or reconversion and workers who have interrupted their working life for various reasons, such as family responsibilities;

(e) to take appropriate measures to ensure that employment conditions in all categories of establishments respect the principles of ILO labour standards;

(f) to increase economic cooperation between countries which are at different stages of economic development;

(g) to promote long-term development of world trade on a fair basis, as a means of increasing economic activity and thus to increase employment opportunities, improve living standards and eliminate hunger and poverty;

(h) to develop a market-oriented macroeconomic environment as a means of solving problems of unemployment and developing overall growth.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

(a) encourage member States to establish a framework for substantial employment growth, in both quantitative and qualitative terms, and to take the appropriate economic and social policy measures at the national and international levels and, for this purpose, to advise member States on the means of achieving their objectives as regards employment and the meeting of basic needs;

(b) assess the developments since the adoption of the World Employment Programme, taking especially into account the conclusions of the High-Level Meeting on Employment and Structural Adjustment held in November 1987, and submit relevant proposals for action to the Governing Body at an early date;

(c) continue and strengthen training activities at the national and regional levels, ensuring the optimum distribution and enhanced effectiveness of these programmes;

(d) cooperate fully with other organisations of the United Nations system in the search for solutions to problems of employment and the meeting of basic needs.

VI

Resolution concerning the role of the ILO in the protection and promotion of the rights of migrant workers and their families

The General Conference of the International Labour Organisation,

Guided by the recognition in the Preamble to the ILO Constitution of the urgent need to protect the interests of workers when employed in countries other than their own,

Noting the standards embodied in the relevant ILO Conventions, including the Migration for Employment Convention (Revised), 1949 (No. 97), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Maintenance of Social Security Rights Convention, 1982 (No. 157), and by the accompanying Recommendations,

Noting the resolution on migrant workers in Asia adopted by the 11th Asian Regional Conference of the ILO (Bangkok, 26 November-2 December 1991),

Recalling previous relevant resolutions concerning migrant workers adopted by the Conference in 1967 and 1971,
Recalling also the adoption by the United Nations General Assembly in December 1990 (resolution 45/158) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, to which the ILO made a positive contribution,

Noting the terms of the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), which calls on Members to create more employment opportunities and better conditions of work in countries of emigration so as to reduce the need to migrate to find employment, and to ensure that international migration takes place under conditions designed to promote full, productive and freely chosen employment,

Considering that with increasing economic integration and the movement of workers between countries, countries should consider questions relating to migrant workers and may need to cooperate more effectively in tackling any problems,

Concerned that migration can embody practices which are not in keeping with the principles embodied in relevant ILO standards and considering that there is need to ensure that the conditions of recruitment and employment of migrant workers are in line with those principles,

Expressing concern about acts of racism and xenophobia and the discrimination in employment to which migrant workers may sometimes be exposed,

Calling for effective means to eliminate illegal migration for employment, including through effective measures against labour-recruiting agents, intermediaries and employers of illegal migrant workers,

Convinced that the ILO has an important and valuable role to play in international efforts, including those of the United Nations system, concerning the welfare and the fundamental rights of all migrant workers and their families,

Stressing the need for employers' and workers' organisations to be associated, wherever relevant, in the work of all national, regional and international bodies concerned with questions affecting migrant workers and members of their families;

1. Invites governments and, where appropriate, employers' and workers' organisations:
   (a) to take all appropriate measures to ensure that the terms and conditions of employment of migrant workers respect the principles of freedom of association and non-discrimination, and the provisions of the relevant ILO instruments;
   (b) to consider ratification of relevant ILO Conventions concerning the rights of migrant workers and their families;
   (c) to take appropriate national measures and to cooperate effectively in the field of international assistance, designed to eradicate migrationary pressures;
   (d) to take duly into account all pertinent national and international standards when concluding bilateral agreements on migration;
   (e) to take appropriate action which may include legislation to combat all acts of racism and xenophobia against migrant workers, and to intensify information and educational activities to this end;
   (f) to ensure that migrant workers have access to information on their rights, including, where necessary, in their own languages;
   (g) to involve, through appropriate means, workers' and employers' organisations in the formulation and monitoring of the effects of policies which cover recruitment, employment and the working conditions of migrant workers.

2. Requests the Governing Body of the International Labour Office to instruct the Director-General:
   (a) to make the necessary provision in his programme and budget proposals for the 1994-95 biennium for activities which appropriately address the need for the protection and promotion of migrant workers' rights;
   (b) to present to an early session of the Governing Body a report on the conditions of migrant workers, to make proposals regarding any appropriate action
to be taken when these are not in conformity with the principles embodied in relevant ILO instruments and to keep the Governing Body informed at regular intervals on matters pertaining to these issues;

(c) to continue and, where appropriate, intensify ILO cooperation with other international institutions concerned, including the International Organisation for Migration (IOM), on policies affecting migrant workers, including social and economic policies and employment creation in all countries and to consider appropriate measures to provide the necessary tripartite guidance for the ILO input in this area;

(d) to provide adequate advisory services, monitoring and technical cooperation on migration issues, with the aim of helping governments and, where appropriate, employers' and workers' organisations to formulate and apply effectively policies to protect the rights of migrant workers and to promote their welfare;

(e) to promote the dissemination of information on the rights of migrant workers and members of their families that are recognised in the relevant international instruments, and specifically on their right to freedom of association;

(f) to cooperate closely with the United Nations Compensation Commission so as to ensure that the work already undertaken by the ILO to register migrant workers displaced by the Gulf conflict of 1990-91 is put to use in ensuring that proper compensation reaches the largest possible number of those with just entitlements and to draw conclusions from this experience for situations which may arise in the future;

(g) to continue to examine relevant migration issues and problems, and ways of tackling them, in all the appropriate forums of the ILO.

VII

Resolution concerning the granting to Paraguay of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its 78th Session (1991) for the settlement of the arrears of Paraguay,

Having regard further to the fact that Paraguay has brought itself up to date within the terms of the financial arrangement by payment of the balance of the amounts due in 1991 on 13 January 1992;

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

VIII

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

The General Conference of the International Labour Organisation,

Appoints to the Administrative Board of the ILO Staff Pensions Fund and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund), for a period of three years until 8 October 1995, the following members and substitute members of these bodies, namely:

1 Adopted on 11 June 1992.
IX

Resolution concerning the Statute of the Administrative Tribunal of the ILO

The General Conference of the International Labour Organisation,
Decides:

(a) 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] seven judges, who shall all be of different nationalities;
(b) to delete the words "and deputy judges" from article III, paragraph 2;
(c) to amend article III, paragraph 4, as follows:
   A meeting of the Tribunal shall be composed of three members [of whom one at least must be a judge] or, in exceptional cases, five, or seven, to be designated by the President;
(d) to delete (as being no longer relevant) article III, paragraph 3, of the Statute which reads as follows:
   The terms of office of the judges and deputy judges who were in office on 1 January 1940 are prolonged until 1 April 1947 and thereafter until otherwise decided by the appropriate organ of the International Labour Organisation. Any vacancy which occurs during the period in question shall be filled by the said organ.

X

Resolution concerning of the composition of the Administrative Tribunal of the ILO

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 effect from 18 November 1992:
   Mr. Michel Gentot (France),
Decides to appoint as judge of the Administrative Tribunal, for a term of three years and with immediate effect:
   Mr. Mark Fernando (Sri Lanka),
Decides to extend the term of office of Mr. Pierre Pescatore by a further period of three years,
Declares that, as from the adoption by the Conference of the proposed amendment to article III of the Statute of the Administrative Tribunal repealing the distinction between judges and deputy judges, all deputy judges in office will be considered as judges for the remaining part of their term of office.

1 Adopted on 11 June 1992.
XI

Resolution concerning the contributions of the Republic of Korea

The General Conference of the International Labour Organisation,

In accordance with article 9, paragraph 2, of the Financial Regulations, fixes for the period of its membership in 1991 an annual assessment rate of 0.68 per cent for the contribution of the Republic of Korea to the 1990-91 Programme and Budget of the International Labour Organisation;

In accordance with article 9, paragraph 2, of the Financial Regulations, fixes for 1992 an annual assessment rate of 0.68 per cent for the contribution of the Republic of Korea to the 1992-93 Programme and Budget of the International Labour Organisation.

XII

Resolution concerning the contributions of Viet Nam

The General Conference of the International Labour Organisation,

In accordance with article 9, paragraph 2, of the Financial Regulations, fixes for 1992 an annual rate of 0.01 per cent for the contribution of Viet Nam to the 1992-93 Programme and Budget of the International Labour Organisation.

XIII

Resolutions concerning the contributions of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia, and the scale of assessment of contributions for 1993

A. The General Conference of the International Labour Organisation,

Following the practice of harmonising the rates of assessment of ILO member States with their rates of assessment in the United Nations,


Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, that consideration of the rates of assessment of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia for their periods of membership in the Organisation in 1991 and 1992, together with those of any other new member States for which rates of assessment have not been established in the 1992-94 United Nations scale of assessments, be deferred to the 80th Session (June 1993) of the International Labour Conference.

B. The General Conference of the International Labour Organisation,

Following the practice of harmonising the rates of assessment of ILO member States with their rates of assessment in the United Nations,


Decides, in accordance with article 9, paragraph 2, of the Financial Regulations:

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1 Adopted on 11 June 1992.
(a) to adopt the draft scale of assessments for 1993 as set out in column 1 of Appendix I to this document\(^1\);

(b) that the rates of assessment of Azerbaijan, Estonia, Kyrgyzstan, Latvia and Lithuania for 1993 be the same as the rates at which they would be assessed for 1993 in the United Nations, and that the total of their rates of assessment be deducted from the rate of assessment of the Russian Federation in the draft scale;

(c) that the rates of assessment for 1993 of any other States which formed part of the former USSR and may become Members of the ILO before 1 January 1993 be the same as the rates at which they would be assessed for 1993 in the United Nations, and that the total of their rates of assessment be deducted from the rate of assessment of the Russian Federation in the draft scale;

(d) that consideration of the rate of assessment in 1993 for Slovenia be deferred to the 80th Session (June 1993) of the International Labour Conference;

(e) that consideration of the rates of assessment for 1993 of any other new member States for which rates of assessment have not been established in the 1992-94 United Nations scale of assessments be deferred to the 80th Session (June 1993) of the International Labour Conference.

XIV

Resolutions concerning the operation of the Working Capital Fund and proposals to amend the Financial Regulations\(^2\)

A. The General Conference of the International Labour Organisation,

Decides that, in accordance with article 19, paragraphs 2 (a) and 4, of the Financial Regulations, the amounts standing to the credit of member States in Part I of the Working Capital Fund on 31 December 1991 shall be liberated and applied to reduce regular budget contributions payable by member States for 1993, without prejudice to the amendment of the Financial Regulations referred to in the following resolution;

Decides that interest accruing for the year ended 31 December 1992 on the amount so liberated shall be credited to the Working Capital Fund.

B. The General Conference of the International Labour Organisation,

Recalling that, at the 248th Session (November 1990) of the Governing Body, the Programme, Financial and Administrative Committee had set up a Working Party to review the current arrangements governing the Working Capital Fund,

Recognising that amendments to the Financial Regulations are required in order to implement the recommendations of the Governing Body concerning the operation of the Working Capital Fund,

Recalling that the 78th Session (1991) of the International Labour Conference decided that amendments to the Financial Regulations required to establish the incentive scheme for early payment of member States' assessed contributions would be introduced at the same time,

Recognising that the 77th Session (1990) of the International Labour Conference decided that one-half of any net premium earned for a biennium on forward purchasing transactions between US dollars and Swiss francs should be distributed to the Incentive Fund, but did not define specific criteria for the distribution of this half of the net premium to member States;

Decides to approve in principle the amendments set out in Appendix III,\(^1\) on the understanding that it will be for the Governing Body, after having had an opportunity to consider more closely at its next session their possible interrelationships with other amendments and proposals still pending, to bring them into effect definitively as from 1 January 1993, and to make proposals for any amendments as may appear appropriate.

\(^1\) See the first report of the Finance Committee of Government Representatives in Provisional Record No. 11.

\(^2\) Adopted on 11 June 1992.
XV

Resolution concerning the Financial Report and Audited Financial Statements for 1990-91

The General Conference of the International Labour Organisation;
Decides to adopt the Financial Report and Audited Financial Statements for 1990-91 in accordance with article 29 of the Financial Regulations.

XVI

Resolution concerning the treatment of the 1990-91 cash surplus

The General Conference of the International Labour Organisation,
Noting that for the 1990-91 biennium an excess of regular budget income over regular budget expenditure has resulted in a cash surplus of 19,369,458 Swiss francs;
1. Decides, as an exceptional one-time measure and in derogation of article 18 of the Financial Regulations, to set aside 10,324,000 Swiss francs of the 1990-91 cash surplus in a special account, to be used for the purpose of financing the purchases of capital equipment itemised in Appendix II to this report, and 2 million Swiss francs to be transferred to the Building and Accommodation Fund, thereby reducing by corresponding amounts the sum which would otherwise be available for reducing member States' assessed contributions for 1993.
2. Notes that, taking account of the above appropriations, the amount available under article 18 of the Financial Regulations for reducing the assessed contributions of member States for 1993 will be 7,045,458 Swiss francs.

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1 Adopted on 11 June 1992.
2 See the first report of the Finance Committee of Government Representatives in Provisional Record No. 11.
CONTENTS

<table>
<thead>
<tr>
<th>Resolution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Resolution concerning the procedure at the Thirteenth Conference of American States Members of the ILO</td>
<td>1</td>
</tr>
<tr>
<td>II. Resolution concerning adjustment and human resources development</td>
<td>1</td>
</tr>
<tr>
<td>III. Resolution to place on the agenda of the next ordinary session of the Conference an item entitled: “Prevention of major industrial accidents”</td>
<td>13</td>
</tr>
<tr>
<td>IV. Resolution concerning the role of enterprises in employment growth and the creation of full, productive and freely chosen employment</td>
<td>13</td>
</tr>
<tr>
<td>V. Resolution concerning employment promotion as an essential component of overall development</td>
<td>15</td>
</tr>
<tr>
<td>VI. Resolution concerning the role of the ILO in the protection and promotion of the rights of migrant workers and their families</td>
<td>16</td>
</tr>
<tr>
<td>VII. Resolution concerning the granting to Paraguay of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation</td>
<td>18</td>
</tr>
<tr>
<td>VIII. Resolution concerning appointments to the Administrative Board (ILO Staff Pensions Fund) and the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund)</td>
<td>18</td>
</tr>
<tr>
<td>IX. Resolution concerning the Statute of the Administrative Tribunal of the ILO</td>
<td>19</td>
</tr>
<tr>
<td>X. Resolution concerning the composition of the Administrative Tribunal of the ILO</td>
<td>19</td>
</tr>
<tr>
<td>XI. Resolution concerning the contributions of the Republic of Korea</td>
<td>20</td>
</tr>
<tr>
<td>XII. Resolution concerning the contributions of Viet Nam</td>
<td>20</td>
</tr>
<tr>
<td>XIII. Resolutions concerning the contributions of Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania and Slovenia, and the scale of assessment of contributions for 1993</td>
<td>20</td>
</tr>
<tr>
<td>XIV. Resolutions concerning the operation of the Working Capital Fund and proposals to amend the Financial Regulations</td>
<td>21</td>
</tr>
<tr>
<td>XVI. Resolution concerning the treatment of the 1990-91 cash surplus</td>
<td>22</td>
</tr>
</tbody>
</table>