 Resolution on the widespread use of forced labour in Myanmar

The General Conference of the International Labour Organization,
Reaffirming that all member States have an obligation to apply fully, in law and in practice, the Conventions that they have voluntarily ratified,
Recalling that Myanmar ratified the Forced Labour Convention, 1930 (No. 29), and the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), on 4 March 1955,
Taking note of the provisions of United Nations General Assembly resolution 53/162 of 9 December 1998 and of United Nations Commission of Human Rights resolution 1997/17 of 23 April 1999, which also address the use of forced labour in Myanmar,
Recalling the decision of the Governing Body to place on the agenda of its November 1999 session an item entitled: “Measures, including recommendations under article 33 of die ILO Constitution, to secure compliance by the Government of Myanmar with the recommendations of the Commission of Inquiry”,
Gravely concerned by the Government’s flagrant and persistent failure to comply with the Convention, as concluded by the Commission on Inquiry established to examine the observance of the Forced Labour Convention, 1930 (No. 29),
Appalled by the continued widespread use of forced labour, including for work on infrastructure projects and as porters for the army,
Noting the report (dated 21 May 1999) of the Director-General to the members of the Governing Body on measures taken by the Government of Myanmar following the recommendations of the Commission of Inquiry in its report on “forced labour in Myanmar (Burma)”;  
1. Deeply deplores that:
(a) the Government has failed to take the necessary steps to bring the relevant legislative texts, in particular the Village Act and Towns Act, into line with the Forced Labour Convention, 1930 (No. 29), by 1 May 1999, as recommended by the Commission of Inquiry;
(b) at the end of the twentieth century, the State Peace and Development Council (SPDC) has continued to inflict the practice of forced labour — nothing but a contemporary form of slavery — on the people of Myanmar, despite repeated calls from the ILO and from the wider international community for the past 30 years;
(c) there is no credible evidence that those exacting forced labour in Myanmar have been punished under section 374 of the Penal Code;
2. Reaffirms that this issue should be further considered by the Governing Body in November 1999;
3. Resolves:
(a) that the attitude and behaviour of the Government of Myanmar are grossly incompatible with the conditions and principles governing membership of the Organization;

1 Adopted on 17 June 1999 by 333 votes in favour, 27 against, with 47 abstentions.
(b) that the Government of Myanmar should cease to benefit from any technical cooperation or assistance from the ILO, except for the purpose of direct assistance to implement immediately the recommendations of the Commission of Inquiry, until such time as it has implemented the said recommendations;

(c) that the Government of Myanmar should henceforth not receive any invitation to attend meetings, symposia and seminars organized by the ILO, except such meetings that have the sole purpose of securing immediate and full compliance with the said recommendations, until such time as it has implemented the recommendations of the Commission of Inquiry.

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95)"

The General Conference of the International Labour Organization,

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 the Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95);

Decides that an item entitled "Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95)" 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.

III

Resolution concerning the role of the ILO in technical cooperation

The General Conference of the International Labour Organization, meeting in its 87th Session (1999),

Having undertaken a thorough review of the ILO's technical cooperation programme on the basis of Report VI, "The role of the ILO in technical cooperation", its supplement by the Director-General entitled "Technical cooperation: A strategic perspective. Note by the Director-General", the Director-General's Report to the Conference, and the Programme and Budget proposals for 2000-01, and having taken into account the Declaration on the Fundamental Principles and Rights at Work and its Follow-up;

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 for the future technical cooperation programme and, more immediately, to take them into account during the November session of the Governing Body for finalizing the programme and budget for the 2000-01 biennium.

1 Adopted on 16 June 1999.
2 Adopted on 17 June 1999.
Conclusions concerning the role of the ILO in technical cooperation

1. Since the last discussion on technical cooperation by the International Labour Conference in 1993, there have been major changes in the social, political and economic environment.

2. This provides the backdrop against which the ILO will need to develop its blueprint for action in the next century.

I. FUTURE ORIENTATION OF ILO TECHNICAL COOPERATION POLICY

(a) A renewed commitment

3. The ILO renews its commitment to technical cooperation as a fundamental means of action to achieve its mission and realize its objectives. Technical cooperation, including both advisory services and operational activities, must remain a major instrument of the ILO to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity. The role of ILO technical cooperation is to help create the enabling environment, at the national and the international levels, for the realization of the values and principles of the Organization in terms of development, institutional capability, legislation and economic and social policy.

4. It must do so by promoting the four strategic objectives: promote and realize fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance the coverage and effectiveness of social protection for all; and strengthen tripartism and social dialogue; and the two cross-cutting issues: development and gender, all of which embrace respect for international labour standards and contain the implicit goal of promoting them. Such a commitment implies a greater focus for the ILO's technical cooperation activities and a closer integration — in both programme and organizational terms — with the work of the ILO as a whole.

5. These activities have to be carried out within the new and changing framework of an emerging global economy and rapidly evolving national needs. The ILO must assist member States in the adaptation of national economies and national institutions to global change, as well as the adaptation of global change to human needs. The ILO will be called upon to help its constituents in what will be a long period of adjustment and engagement with these emerging realities, in addition to addressing the persistent challenges of poverty elimination, employment creation, gender equality, creation of wealth, promotion of entrepreneurship and security of individuals, families and communities. The ILO must organize itself for this purpose.

6. Effective marketing strategies are important in reinforcing the ILO's reputation as a global point of reference for issues related to the world of work. The InFocus programmes provide an opportunity to publicize the ILO's technical cooperation activities and a means to gain public resonance for the ILO mandate.

(b) A coherent approach

7. Technical cooperation programmes that support enterprise promotion and entrepreneurial activity must be continued. Programmes that contribute to the creation of small enterprises must be strongly supported. Small enterprises are major engines of employment growth and therefore contribute to the Director-General's cross-cutting goal of development.

(b) A coherent approach

8. Technical cooperation should have coherence in its focus and implementation. Coherence refers to both how resources are allocated, and to the subject-matter of technical cooperation. In general, resources should be concentrated on more focused programmes. The success of technical cooperation is not measured primarily by the number of programmes implemented, but by the impact of the programmes as a whole. While recognizing this aspect of programme development,
it is important to point out that this approach does not negate the role for smaller projects, particularly in building capacity. Rather, it seeks to shift the focus of measuring the success of technical cooperation from quantity to a more qualitative appreciation of outcomes.

9. One vital contribution of technical cooperation is in building the expertise, the capacity and the know-how of constituents. It makes the engagement in the ILO and outside it richer, deeper and capable of far-reaching consensus being forged. In the world we live in, the demands for capacity-building have not only expanded in quantitative terms — they have grown too in the areas of focus of the Organization and its constituents.

10. Regional integration has become, for some, a contemporary reality. This requires that the emerging economic and social requirements of regional integration receive attention, and are incorporated in the technical cooperation programme of the ILO.

11. It is recalled that the ILO constituents affirmed in 1944, in the Declaration of Philadelphia, that “it is a responsibility of the ILO to examine and consider all international economic and financial policies and measures” against the fundamental objectives of the Organization.

12. In today’s world, clearly this is more urgent and more necessary, as the social impact of financial and economic crises in Asia, Brazil and Russia, and the changes in developing countries and central Europe have shown.

13. It is in that context that the ILO needs to build and strengthen a capacity for engagement in macroeconomic issues. There is also a similar need, in addition to the current valuable institution-building and organizational strengthening work of the ILO, to strengthen the capacity of the trade unions, employers’ organizations, and governments in order that they are capable, for example, of evaluating the trade-offs inherent in economic policy and globalization, such as employment effects of different monetary policy regimes, the labour market impact of different fiscal policy options, and the social impact of changes in the capital market regulatory arrangements. This will facilitate a deeper exchange and interaction among the three parties and in responding to the Bretton Woods institutions.

(c) Responding to constituents’ needs

14. The ILO should adopt a participative, flexible and dynamic policy of technical cooperation, drawing upon the experience of decentralization and regional programmes of the 1970s and 1980s and upon the new global, socio-economic developments. However, to achieve its full potential, the Active Partnership Policy needs to be reviewed and placed in the new strategic context of the programme and organizational change initiated by the Governing Body in March 1999. It must be sensitive and responsive, above all, to regional diversity and the specificity of national needs within, of course, the framework of the four strategic objectives and the promotion of the Declaration on Fundamental Principles and Rights at Work. There can be no single global model for universal application. Country objectives must capture the changing interests and priorities of the national constituents of the ILO. From the preparatory stage, implementation modalities must draw on national institutional capacities, and programmes must be conceived to reflect constituents’ needs through a process of systematic consultations and involvement at the national, subregional and regional levels.

15. The quality and impact of ILO technical cooperation are central to the constituents’ concerns. It must be focused to serve the strategic objectives of ILO constituents as a whole, and to maximize impact. It must be realistic in terms of the institutional competencies of the ILO and available resources. Technical cooperation policy must address improvements in the content of substantive programmes, as well as improvements in the management of the process itself. It must re-examine organizational systems as well as seek procedural improvements. Technical
cooperation must, in short, be seen as an integrated part of the ILO's activities as a whole, serving not merely to deliver "products" but contributing to the design of those products and to ILO policies in general.

(d) Tripartism

16. The unique composition of the ILO within the UN family as a body made up of trade unions, employers' organizations and governments, is a real strength which can be used to advantage in technical cooperation. This advantage must be used more systematically and more effectively.

17. Specific programmes requiring autonomy excepted, the ILO needs to draw the tripartite constituents into all aspects of technical cooperation. This shall not preclude independent evaluations.

18. This should embrace involvement in a real and substantive manner.

(e) Gender equality

19. When pursuing the four strategic objectives and when implementing the InFocus programmes, it is crucial to secure that gender aspects and questions of equal opportunity are being mainstreamed in all the programmes, thus ensuring that issues of vital importance to women all over the world are not neglected or under-resourced. The gender equality aspect and questions of equal opportunity must be emphasized and integrated in all technical cooperation programme activities of the ILO.

20. The process of tripartite involvement itself should be gender-sensitive, and secure strong and effective involvement of women in all aspects, in order to increase the quality of the programmes and their credibility, and improve the working conditions of women throughout the world.

(f) Follow-up to the Declaration

21. The Declaration on Fundamental Principles and Rights at Work and its Follow-up, and the strategic objectives provide a clear framework for future technical cooperation, which is an essential component of their full implementation.

22. It constitutes a pledge by all member States to respect the fundamental principles and rights set out in it, namely freedom of association and effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in employment and occupation.

23. The Declaration recognizes the obligation of the Organization: to assist Members by offering technical cooperation and advisory services to promote the ratification and implementation of the fundamental Conventions; to assist Members not yet in a position to ratify, to promote and realize the principles behind those Conventions; and to create a climate for economic and social development.

24. The ILO must support States in their efforts to give effect to the principles and rights of the Declaration.

25. The ILO's technical cooperation should also contribute to the continuation and strengthening of the Campaign for the ratification of core Conventions launched in 1995, in accordance with the decisions of the Governing Body.

(g) Partnerships

26. The whole of the multilateral system should better integrate its technical cooperation activities. The ILO must become a full team player by fostering partnerships and networking not only in the design but also in the implementation of its programmes. Partnerships are essential to upgrade services and mobilize resources; to obtain multiplier effects; to develop knowledge networks; and to ensure
participation by the social partners and the development of national institutions. The core partnership is between the Office and its primary constituents: governments, employers and workers.

27. This is the basis of a series of external alliances: with the donor community and development banks; with the United Nations system and the Bretton Woods institutions; and with national, regional and international bodies for research, analysis, and economic and social cooperation. A special effort must be made to enhance partnerships with the organizations that are concerned with regional and subregional integration and cooperation.

28. The ILO must intensify its efforts to ensure the active promotion of all its core values as embedded in the Declaration, throughout the UN system and the Bretton Woods institutions. Their programmes and activities should encourage the promotion of the relevant ILO standards.

29. Relationships should be intensified to ensure the mutual appreciation of the role played by technical cooperation and the promotion of the Declaration in the development programmes of the international financial institutions.

30. At the country level, the ILO must be active in the United Nations Development Assistance Framework (UNDAF) to ensure that its constituents' priorities are effectively pursued, while optimizing the potential capacities of the United Nations system as a whole. All these partnerships must be built on a realistic perception of both the common objectives and the specific interests of the partners concerned, so that the ILO can uphold the values and concerns of its own constituents more effectively in a wider arena. The follow-up to major United Nations conferences, such as the World Summit for Social Development, the Fourth World Conference on Women, and the Second United Nations Conference on Human Settlements (Habitat II), must be an important setting for these activities.

31. As a knowledge, service and advocacy organization, the ILO should, without weakening tripartism, develop relations with other actors in civil society that share its values and objectives.

II. PLAN OF ACTION

32. Several steps must be taken to carry out a strategic orientation of the ILO’s technical cooperation policy.

Guiding principles

(a) Improving focus and impact

33. The four strategic objectives, and more particularly the eight related InFocus programmes, approved by the Governing Body, and the Declaration will provide the point of departure and the rationale for all ILO technical cooperation. The evolving requirements of ILO constituents will need to be matched with institutional competencies and resource constraints in terms of the strategic objectives themselves. The broad policy guidelines for operational activities will be provided by the general constitutional mandate of the Organization.

34. The technical cooperation components of the InFocus programmes must be identified. Each of the current global programmes will be reviewed and integrated, as appropriate, with the InFocus programmes, while retaining their project identity where necessary. Extensive tripartite consultations will be undertaken at the national level to ensure that country objectives reflect the specificity of the constituents’ demands and are realistic in terms of organizational objectives, capabilities and the resources available. Greater focus will also imply that operational objectives will include activities necessary to promote the concepts and notions underlying the programmes in order to help mobilize public opinion, external support and consciousness-raising and help expand ownership of the results and outcomes.
(b) A new programming framework

35. The strategic objectives provide the basis for a common programming framework which links regular budget programmes with those financed through extra-budgetary resources. The Programme and Budget proposals for 2000-01 reflect this intention to move towards an integrated programming structure. Such an integrated programming approach will promote operational and policy synergies. It will help resource mobilization by giving the ILO’s development partners a much clearer indication of the contribution they could make towards the ILO technical cooperation programme. It will also facilitate the identification of regular budget commitments to technical cooperation programmes.

(c) Consolidating and developing technical excellence

36. The knowledge base of an institution is the foundation of relevant and reliable advice. The ILO must ensure its technical cooperation projects are of the highest quality. The process of identification of its strengths and limitations both at headquarters and in the field must be reviewed and improved. The appropriate policies must stimulate and enhance the excellence and modernization of the Organization’s capacities. The Organization seeks new funds in an environment of diminishing international resources and of intense competition. This demands a strengthening of the knowledge capacity of the ILO in terms of research, statistics and economic analysis. Ultimately, quality in design and delivery is the basic requirement for recipient and donor satisfaction.

37. A vital element of the Organization’s programme will be to build and enhance this technical excellence within the ILO constituents, particularly in the area of research and economic analysis. In addition, analytical tools should be provided by the ILO to its constituents. There should be a regular flow of information and dissemination of innovative and new approaches at the global level. Opportunities should be provided for debates and interaction like the recent seminar on the East Asian crisis, assembling global economic expertise as resource for the constituents.

(d) Management of technical cooperation

38. The success of technical cooperation depends on sound management, a coordinated approach, and an effective support machinery for delivery. The process towards more efficient management, coordination and greater transparency and accountability through the establishment of a Senior Management Team organized on the basis of the four strategic objectives has just been initiated. Upgrading the management capacity of the Organization as a whole, including the capacity for technical cooperation, is the key to ensuring clarity of institutional objectives and to securing necessary support services for the ILO’s field structures.

39. In the same way, it would be necessary to clarify the respective competence and responsibility between headquarters’ external institutions and beneficiary States with better or improved coordination of field activities.

(e) More effective resource mobilization

40. Resource mobilization must be boosted to reverse the quantitative decline of technical cooperation. The strategic approach described above will provide a more transparent map of the ILO’s activities and objectives for the donor community.

41. A more substantive relationship with the international development community, including the development cooperation ministries or agencies and the Development Assistance Committee of the OECD must be developed. This must involve not only more systematic contacts with technical specialists in the donor community but also more systematic dialogue with ministries of labour and other relevant ministries, trade unions and employers’ organizations so as to involve them more directly in resource mobilization and in ensuring support at the political level. It is important to intensify relationships with the United Nations system and the Bretton Woods institutions. New relationships should be fostered with the private sector, with foundations and with other non-traditional partners, within the
framework of the Organization's values and principles. It should be recognized that effective, efficient and timely product delivery are key elements in a successful resource mobilization strategy.

42. Extra-budgetary contributions are by definition voluntary. They normally respond to general policy priorities and preferences established by parliaments in the regular budget appropriation process. It is a function of the Office to integrate donor-driven and demand-driven specificities into a coherent whole to the satisfaction of all, by promoting dialogue between all the parties concerned, and through programme design and innovation.

43. There is a need to produce a report on funding sources for technical cooperation projects.

(f) Developing a coherent and effective system for programme delivery

44. Certain problems arise from the lack of sufficient clarity of roles and responsibilities between headquarters and the field structure and within headquarters and within the field structure. This problem must be looked into urgently. The aim will be to provide a more efficient and a more accessible presence and service structure of the ILO in the field, which is able to respond flexibly and rapidly to constituents' needs, drawing upon the resources of the Organization as a whole. Wherever relevant, use should be made of expertise over longer periods in major projects as that could have a significant impact on the development of the capacities of tripartite constituents. In addition to technical policy guidelines, headquarters should provide the field structure with information on international comparative experience of various social policy measures, together with assessments of the economic and budgetary implications of social initiatives. The Office must combine an appropriate level of decentralization — thereby bringing decision-making closer to its clients — with overall strategic coherence in order to project a clear ILO identity worldwide. Pending the outcome of the review of the management of technical cooperation and the review of the current field structure in full respect of the Director-General's mandate, the long-established practice is respected that employers' and workers' specialists in the MDTs report to their respective headquarters' bureaux while working with other members of the team. This practice is satisfactory to the two constituents concerned and from the employers' and workers' perspectives does not need any change.

(g) Improved monitoring and evaluation

45. Performance indicators are essential for the ILO, its constituents and its partners. Wherever possible, identifiable targets should have verifiable and clear performance indicators. The existing system provides a self-evaluation mechanism which needs to be improved. Thematic evaluations which take place annually and are discussed in the Governing Body should be made more meaningful. Traditional projects have built-in evaluation mechanisms but little impact analysis. There is need to improve mechanisms to evaluate programmes and their impact at the national or regional level. As part of the overall evaluation system to be established within the ILO, methods of systematic and scientific evaluation of technical cooperation with recipient countries should be introduced, and donor and external evaluations should be undertaken as appropriate. This should be followed up with dissemination of best practices and lessons learnt.

(h) Better delivery

46. Concern has been voiced about the ILO's delivery rate of technical cooperation. This is an important issue, as the delivery rate is often an indicator of efficiency and effectiveness in the interaction between the ILO, its donors and recipients. A series of measures, both to define the extent of the problem and to deal with it, must be initiated. To begin with, relevant information and data must be analysed to identify the reasons for slippage. In future, data should also be presented in a more meaningful way to bring greater accuracy and transparency to the
implementation of technical cooperation. A delivery-control mechanism must rapidly be put in place. This mechanism should serve as both a control and an early-warning system, as well as improving communication between headquarters, field structure and the constituents. Furthermore, it would be necessary to have recourse to horizontal cooperation for all three constituents so as to make use of its potential to increase relevance and reduce costs of the programmes.

(i) Rapid response capacity

47. The ILO must be capable of responding rapidly to emerging problems, whether these arise from economic crisis, natural calamity, conflict or social upheaval. This will require the ability to monitor developments, plan the responses, mobilize existing ILO capabilities, and coordinate external partnerships and resources. Steps must be taken to develop such a capacity within the ILO. Dealing with such crises will often require a system-wide United Nations response within which the ILO will contribute within its mandate and areas of competence. In this regard, the ILO is requested to liaise with the IFIs to ensure that the social dimension is adequately reflected in structural adjustment programmes and crisis response capacity. At the same time, the Office will work with the constituents in the recipient States in order to strengthen their capacity to respond to these new challenges.

III. PROGRAMME OF ACTION FOR THE ILO

48. Technical cooperation must remain an essential means of realizing the strategic vision of the ILO.
49. Technical cooperation includes applied research and its dissemination, advisory services as well as the various programmes and projects.
50. In the future, the ILO must:

(a) Enhance the relevance and effectiveness of ILO's technical cooperation

(1) Technical cooperation should support the four strategic objectives: promote and realize fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance the coverage and effectiveness of social protection for all; and strengthen tripartism and social dialogue; and the two cross-cutting issues: development and gender. In that context:
   — it should be responsive to demands and needs of the constituents;
   — country objectives should be developed regularly with focus on the priorities of all the constituents and with their involvement. The objectives should be supplemented with the regional and subregional priorities of the constituents.

(2) There should be a common programming framework for all programmes of the ILO, including the InFocus programmes, linking regular budget programmes of the ILO with those financed through extra-budgetary sources.

(3) The gender aspects must be emphasized in all aspects of technical cooperation.

(4) The emerging economic and social requirements of regional integration and cooperation must be taken into account. This will include, inter alia, that the ILO:
   — help to build or strengthen tripartism within the regions;
   — assist regions to develop a framework for social development;
   — use its unique expertise to provide economic, social and labour market information and research on a comparative basis within a region;
   — strengthen the capacity of national constituents to address regional economic integration issues.
(5) An effective plan of technical cooperation assistance to ensure implementation of the Declaration on Fundamental Principles and Rights at Work and its Follow-up is necessary.

(6) An enabling environment for the promotion, realization and implementation of the international labour standards must be created with a view to ensuring that technical cooperation can assist in the ratification of international labour standards and help the countries which have ratified standards to implement them effectively.

(7) Micro, small and medium-sized enterprises which are a major engine of employment generation must be promoted, inter alia, consistent with the subparagraph 6 above.

(b) Improve the quality, visibility, effectiveness and impact of ILO technical cooperation

51. To do so, the ILO should:

(1) emphasize high quality and more focused programmes as well as efficient and effective structures;

(2) enhance technical capacity through training, making full use of the ILO’s International Training Centre in Turin and other centres of the ILO or supported by it and an exchange of experiences amongst constituents;

(3) develop methods of evaluation to assess relevance, impact and efficiency; more specifically, in order to ensure quality and delivery, create and implement systems for monitoring as well as for internal and external scientific evaluations based on verifiable and identifiable targets, bearing in mind the need for the Governing Body to play an active supervisory role in the process;

(4) establish a mechanism to collect and disseminate best practices and lessons learnt;

(5) design communications strategies to increase the visibility of ILO activities and to promote wider partnerships;

(6) specific programmes requiring autonomy excepted, integrate tripartite involvement at all stages of technical cooperation from its formulation to its management and implementation with a view to strengthening the capacity of the constituents. In this context, within existing reporting requirements, establish the form of contemplated and actual tripartite involvement providing that this will not preclude independent evaluation processes when required;

(7) grant a larger role for local experience in the formulation and implementation of technical cooperation.

(c) Strengthen partnerships

52. To this end, the ILO must:

(1) improve the process of interaction with constituents to ensure ILO programmes based on their priorities, tap their resources and involve them actively;

(2) strengthen relationships with the United Nations system, especially in the context of UNDAF, the Bretton Woods institutions and the regional development banks so that they take into account the core principles and values of the ILO when designing and implementing their activities;

(3) strengthen and develop linkages with other actors in civil society that share ILO’s values and objectives without weakening tripartism;

(4) strengthen and extend partnerships with a view to mobilizing resources;

(5) ensure regular budget funding for the major technical cooperation programmes in each of the four strategic objectives, the Declaration and its Follow-up, and promotion of international labour standards.
(d) Establish an implementation plan

53. The Office should provide:

(1) an implementation plan including a timetable to the November 1999 session of the Committee on Technical Cooperation of the Governing Body for:
   — implementing reforms in the management of technical cooperation;
   — examining the current field structure with a view to making it more coherent and efficient, with the active assistance of the national authorities involved;
   — a review of the Active Partnership Policy as called for by the Director-General; and
   — implementing the new evaluation strategy;

(2) a mid-term comprehensive and focused report between the Conference discussions (i.e. within two and a half years) on technical cooperation to be provided to the Governing Body Committee on Technical Cooperation in addition to the regular reports to the Governing Body.

IV

Resolution concerning the arrears of contributions of the Republic of Latvia

The General Conference of the International Labour Organization,
Having regard to paragraph 7 of article 10 of the Financial Regulations,
Accepts the arrangement proposed by the Government of the Republic of Latvia for the settlement of its arrears of contributions due for the period 1994-98 to the effect that:
(a) in 1999, the Government of the Republic of Latvia will pay in full its contribution for the year 1999;
(b) in subsequent years, the Government of the Republic of Latvia will continue to pay its current contribution in full in the year for which it is due;
(c) the Government of the Republic of Latvia will settle arrears that have accumulated up to and including 31 December 1998, amounting to 1,438,400 Swiss francs, by payment, beginning in 1999, of ten annual instalments of 143,840 Swiss francs;

Decides that the Republic of Latvia shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization, after the conclusion of the present business.

V

Resolution concerning the arrears of contributions of Chad

The General Conference of the International Labour Organization,
Having regard to paragraph 7 of article 10 of the Financial Regulations,
Accepts the arrangement proposed by the Government of Chad for the settlement of its arrears of contributions due for the period 1994 to 1998 to the effect that:
(a) in 1999, the Government of Chad will pay in full its contribution for the year 1999;
(b) from year 2000 and in subsequent years, the Government of Chad will continue to pay its current contribution in full in the year in which it is due;

1 Adopted on 16 June 1999 by 379 votes in favour, 1 against, with 11 abstentions.
2 Adopted on 16 June 1999 by 402 votes in favour, 2 against, with 3 abstentions.
(c) the Government of Chad will settle arrears that have accumulated up to and including 31 December 1998, amounting to 138,705 Swiss francs, by the payment of four equal annual instalments of 31,000 Swiss francs beginning in 2000 and a final instalment of 14,705 Swiss francs;

Decides that Chad shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization, after the conclusion of the present business.

VI

Resolution concerning amendments to the Financial Regulations

The General Conference of the International Labour Organization,

Recognizing that amendments to the Financial Regulations are required to enable the Organization to follow the common accounting standards of the United Nations system;

Decides to make the following amendments to the Financial Regulations:
(a) Paragraph 5 of article 10 shall read:

5. All contributions due in a financial period shall be recorded as income in that financial period, and shall be accounted for in United States dollars at the budget rate of exchange for that financial period.

(b) Paragraph 1 of article 17 shall read:

1. Expenditure charged against the appropriations of a financial period shall consist of payments made during the financial period and unliquidated obligations as at the last day of the financial period. Such portion of appropriations as may be required to meet these unliquidated obligations shall remain available for twelve months at the end of which any remaining balances shall be credited to miscellaneous income.

(c) The present paragraph 2 of article 17 shall be deleted.

(d) The present paragraph 3 of article 17 shall be renumbered as paragraph 2 and shall read:

2. Obligations which could not be charged to the appropriations of the preceding financial period may, if the Director-General should so decide, be charged to the appropriations of the current financial period. Nevertheless, there shall be included in the budget for each financial period an item entitled “Unpaid liabilities” to which may be charged any payments of a similar character which it would not be appropriate to pay from any other item of the budget. Payment of obligations due in respect of transactions covered by the budget of any financial period preceding the last financial period shall be subject to the prior authorization of the Governing Body.

(e) Paragraph 4 of article 17 shall be deleted.

(f) Article 18 shall read:

1. The excess or shortfall of income over expenditure in any complete financial period shall be calculated by deducting budgetary expenditure from budgetary income with a financial provision being made for delays in the payment of contributions. Such provision shall amount to 100 per cent of the contributions unpaid at the date of the financial statements at the end of the financial period.

2. Any such excess of income over expenditure, expressed in Swiss francs calculated at the budget rate of exchange for that financial period, shall be used to reduce the contributions of Members in the following way: Members which

1 Adopted on 15 June 1999.
paid their ordinary contributions in the financial period in which this surplus accrued shall have their share of the surplus deducted from their contributions assessed for the second year of the succeeding financial period; other Members shall not be credited with their share until they have paid the contributions due from them for the financial period in which the surplus accrued. When they have done so, their share of such surplus shall be deducted from their contributions assessed for the first year of the next financial period for which a budget is adopted after such payment.

VII

Resolution concerning the scales of assessment to the budget for the 2000-01 biennium

The General Conference of the International Labour Organization;
Decides, in accordance with article 9, paragraph 2 of the Financial Regulations, to adopt the draft scale of assessments for the year 2000 as set out in column 3 of Appendix III to this report.

VIII

Resolution concerning an appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)

The General Conference of the International Labour Organization,
In accordance with article 6(c) of the Regulations of the United Nations Joint Staff Pension Fund;
Appoints Mr. W. Ringkamp (Germany) as a member of the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) until 8 October 2001.

IX

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

The General Conference of the International Labour Organization;
Decides, in accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the term of office of Ms. Mella Carroll (Ireland) for a period of three years;
Expresses its appreciation to Mr. Mark Fernando for the services which he has rendered to the work of the Administrative Tribunal of the International Labour Organization over the last seven years;
Decides, in accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organization, to appoint as judge of the Administrative Tribunal, for a term of three years with effect from July 1999, Mrs. Justice Ruma Pal (India).

1 Adopted on 15 June 1999.
Resolution concerning the adoption of the Programme and Budget for 2000-01 and the allocation of the budget of income among member States

The General Conference of the International Labour Organization,

(a) in virtue of the Financial Regulations, adopts for the 67th financial period, ending 31 December 2001, the budget of expenditure of the International Labour Organization amounting to US$467,470,000 and the budget of income amounting to US$467,470,000 which, at the budget rate of exchange of Swiss francs 1.53 to the US dollar, amounts to Swiss francs 715,229,100, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives;

(b) requests the Director-General to submit to the Governing Body at its 276th Session (November 1999) a statement as referred to in article 15 of the Financial Regulations, providing further details of the budget of expenditure.

Adopted on 16 June 1999 by 410 votes in favour, none against, with no abstentions.
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