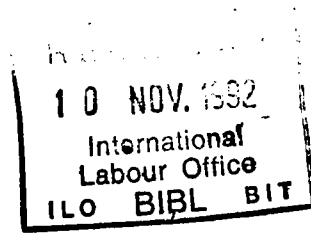


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INTERNATIONAL LABOUR OFFICE



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INFORMATION

248th Session of the Governing Body of the International Labour Office

(Geneva, 12–16 November 1990 and 25–26 February 1991)

The 248th Session of the Governing Body of the International Labour Office was held from Monday 12 to Friday 16 November 1990 and on Monday 25 and Tuesday 26 February 1991, under the chairmanship of Mr. G. Muhr (Worker member, Germany).

The agenda of the session was as follows:

1. Approval of the minutes of the 246th and 247th Sessions.¹
2. Date, place and agenda of 79th Session (1992) of the International Labour Conference.
3. Action on the resolutions adopted by the International Labour Conference at its 77th Session (1990).
4. Report of the Meeting of Experts on Safety and Health in Opencast Mines (Geneva, 11–18 September 1990).
5. Report of the Meeting of Experts on the Social Protection of Homeworkers (Geneva, 1–5 October 1990).
6. Report of the Meeting of Experts on the Prevention of Major Hazards (Geneva, 8–17 October 1990).
7. Reports of the Committee on Freedom of Association.
8. Reports of the Programme, Financial and Administrative Committee.
9. Report of the Allocations Committee.²
10. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.
11. Reports of the Industrial Activities Committee.
12. Report of the International Organisations Committee.³

¹ The Governing Body approved the minutes.

² No paper was before the Governing Body on this item.

³ The Governing Body took note of the report.

13. Report of the Committee on Operational Programmes.
14. Report of the Committee on Discrimination.
15. Report of the Committee on Multinational Enterprises.
16. Report of the Committee on Employment.¹
17. International Institute for Labour Studies: Report on the 32nd Session of the Board of the Institute.¹
18. Composition and agenda of standing bodies and meetings.
19. Symposia, seminars and similar meetings.²
20. Report of the Director-General.

Supplementary reports:

- First Report of the Officers of the Governing Body: Non-governmental international organisations included in the ILO's special list and "registered observers" at the International Labour Conference.
- Second Report of the Officers of the Governing Body: Eleventh Asian Regional Conference: Minimum timetable.
- Migrant workers affected by the Gulf crisis.¹
- Composition of regional conferences.¹
- Proposals for improvements in the functioning of the International Labour Conference.
- Preliminary consideration of conceivable reforms aimed at improving the functioning of the International Labour Conference.¹
- Third Report of the Officers of the Governing Body: Representation made by the Egyptian Trade Union Federation, under article 24 of the Constitution of the ILO, alleging non-observance by Iraq of the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equality of Treatment (Social Security) Convention, 1962 (No. 118).
- Fourth Report of the Officers of the Governing Body: Memorandum submitted by the Government and the employers' and workers' organisations of Kuwait.
- A voluntary fund to strengthen ILO programmes.¹
- Fifth Report of the Officers of the Governing Body: Decisions taken by the Officers on behalf of the Governing Body.¹

21. Programme of meetings.

22. Appointment of Governing Body representatives on various bodies.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.^{3, 4}

¹ The Governing Body took note of the report.

² The Governing Body took note of the Office paper.

³ For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.

⁴ On 16 November 1990 the Governing Body decided to suspend the proceedings of its 248th Session and to postpone to sittings to be held in February 1991 the consideration of all other outstanding matters. Pending the resumption of the 248th Session, it authorised its Officers to take decisions on its behalf on any matters requiring a decision as a matter of urgency. The Officers of the Governing Body subsequently decided that the 248th Session would resume on 25 and 26 February 1991 to complete its business.

DATE, PLACE AND AGENDA OF THE 79TH SESSION (1992) OF THE INTERNATIONAL
LABOUR CONFERENCE

The Governing Body decided that the 79th Session (1992) of the International Labour Conference should open on Wednesday, 3 June 1992, in Geneva.

Having regard to the standing items which would necessarily be before the Conference and the item likely to be carried forward from the preceding session, the Governing Body decided that the agenda of the session should be as follows:

Standing items

- I. Reports of the Governing Body and the Director-General.
- II. Programme and budget proposals and other financial questions.
- III. Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda by the Conference or the Governing Body

- IV. Protection of workers' claims in the event of the insolvency of their employer (*second discussion*).
- V. The prevention of industrial disasters in fixed installations (major hazard control scheme) (*first discussion*).
- VI. Adjustment and human resources development (*general discussion*).

The Governing Body noted that the Conference would also have before it a special report on the application of the Declaration concerning Action against Apartheid in South Africa and Namibia and the Programme of Action against Apartheid.

ACTION ON THE RESOLUTIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE
AT ITS 77TH SESSION (1990)¹

Resolution concerning assistance to Namibia

The Governing Body requested the Director-General, when communicating the resolution to the governments of member States and, through them, to employers' and workers' organisations, as well as to the intergovernmental and non-governmental international organisations concerned, to draw their special attention to operative paragraph 1 of the resolution. It also requested him to take into account the request made in paragraph 2 of the resolution in implementing the current programmes of the Office and in preparing the Programme and Budget proposals for the 1992-93 biennium.

Resolution concerning environment, development, employment and the role of the ILO

The Governing Body requested the Director-General, when communicating the resolution to the governments of member States and, through them, to employers' and workers' organisations, to draw special attention to operative paragraph 1. It also requested him to emphasise in particular the suggestion contained in subparagraph 1(p) that governments and, as appropriate, employer's and worker's organisations, should make the fullest possible input to the 1992 United Nations

¹ For the texts of the resolutions see *Official Bulletin*, 1990, Series A, No. 2.

Conference on Environment and Development, and should provide for full consultation with workers' and employers' organisations and for tripartite involvement in the preparations for the Conference. It further requested him to ensure that the points referred to in paragraph 2 are reflected, as appropriate, in future programme and budget proposals and technical cooperation programmes; to cooperate closely with the United Nations Environment Programme and the other international organisations and agencies concerned; to make an appropriate contribution to the United Nations Conference on Environment and Development to be held in 1992; and to draw attention to the provisions of operative paragraph 2, particularly subparagraphs (b), (c), (d), (e), (g) and (j), when communicating the resolution to governments, and, through them, to employers' and workers' organisations, as well as to the international organisations and agencies concerned.

Resolution (and Conclusions) concerning self-employment promotion

The Governing Body requested the Director-General, when communicating the resolution to the governments of member States and, through them, to employers' and workers' organisations, to draw their special attention to paragraphs 14 to 18 on national policies and measures concerning self-employment. It also requested him to take into account the Conclusions concerning the promotion of self-employment in preparing the Programme and Budget proposals for the 1992-93 and subsequent biennia, and in the next Medium-Term Plan, as requested in the resolution.

REPORT OF THE MEETING OF EXPERTS ON SAFETY AND HEALTH IN OPENCAST MINES

(Geneva, 11-18 September 1990)

The Governing Body, having taken note of the report, authorised the Director-General to publish the code of practice on safety and health in opencast mines.

REPORT OF THE MEETING OF EXPERTS ON THE SOCIAL PROTECTION OF HOMEWORKERS

(Geneva, 1-5 October 1990)

The Governing Body, having taken note of the report, authorised the Director-General to communicate it to the governments of member States and, through them, to the employers' and workers' organisations concerned, to the intergovernmental organisations concerned and to the non-governmental international organisations having full consultative status, as well as to the other bodies and organisations concerned; and to take the experts' conclusions into account in drawing up future programme proposals.

REPORT OF THE MEETING OF EXPERTS ON THE PREVENTION OF MAJOR HAZARDS

(Geneva, 8-17 October 1990)

The Governing Body, having taken note of the report, authorised the Director-General to publish the code of practice on the prevention of major industrial accidents.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

(275th and 276th Reports)

The Governing Body examined and adopted the 275th and 276th Reports of its Committee on Freedom of Association.¹

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

On the basis of the reports of this Committee, the Governing Body took note of the information submitted to it concerning financial and administrative matters and also personnel questions.

Financial questions relating to the International Institute for Labour Studies

The Governing Body accepted the contributions and gifts received by the Institute.

Other financial and general questions

Improvement of the cabling system of the headquarters building

The Governing Body authorised the work described in the document submitted to the Committee on this item, and charged the cost of 1,235,000 Sw. frs. for this work to the Building and Accommodation Fund, in accordance with article 11.3 of Financial Regulations.

Personnel questions

Report of the International Civil Service Commission: Sixteenth Annual Report

The Governing Body endorsed the recommendations of the International Civil Service Commission as described in the document submitted to the Committee on this item, subject to their approval by the United Nations General Assembly; authorised and Director-General to give effect in the ILO, through appropriate amendments to the Staff Regulations, to the measures decided on by the General Assembly in respect of the Commission's recommendations on the base/floor salary scale, the level of the education grant, the children's allowance in respect of disabled children for the General Service and related categories, and the mobility, hardship and non-removal allowance and the assignment grant for internationally recruited General Service staff, from the date of implementation decided by the General Assembly; and decided that the unbudgeted additional costs of implementing these recommendations in 1991, estimated at \$405,000 should be financed in the first instance by savings in Part I of the Budget for 1990-91, or, failing that, charged to Part II (Unforeseen expenditure) and, to the extent that this was not possible, financed by a withdrawal from the Working Capital Fund under article 19.1(b) of the Financial Regulations.

Pensions questions

Report of the United Nations Joint Staff Pension Fund

The Governing Body requested the Secretary-General of the United Nations to inform the General Assembly of the Governing Body's hope that it would approve

¹ The texts of the reports are reproduced in Series B of the *Official Bulletin*.

the United Nations Joint Staff Pension Board recommendation concerning the new interim “floor” exchange rate measures proposed to replace those expiring on 31 December 1990, and that a lasting modification of the pension adjustment system to provide better protection against erosion in local currency pension values would be found at the earliest possible opportunity; and requested the Director-General to submit a further paper on this matter to the Governing Body’s 249th Session (February–March 1991) on the basis of the discussions in the General Assembly and the decisions which it might take on pension issues.

Pensionable remuneration – Article 3.1.1 of the Staff Regulations

The Governing Body authorised the Director-General to make payments in capital to retired officials in the same position as the one dealt with in Judgment No. 990 (Cuvillier No. 3) of the Administrative Tribunal of the ILO; and decided that the additional net cost of such payments in 1990–91, estimated at \$1,142,000, should be financed in the first instance and to the extent possible from savings in Part I of the Programme and Budget for 1990–91, and in the second instance from any amounts remaining in Part II (Unforeseen expenditure) of the programme and budget or, failing that, by a withdrawal from the Working Capital Fund in accordance with article 19(1) (b) of the Financial Regulations.

It amended, with immediate effect, Article 3.1.1 of the Staff Regulations to read as follows: “Pensionable remuneration shall be determined directly by the Regulations of the United Nations Joint Staff Pension Fund”; and requested the Director-General to examine further the need for such an amendment to be accompanied by protective measures for serving staff, with retroactive effect from the date on which the amendment came into force, in order to safeguard their pension rights and legitimate expectations, and to submit a paper to the Committee on this matter at the 249th Session of the Governing Body (February–March 1991).¹

Noting the problem facing the ILO Governing Body and the jurisprudence of the ILO Administrative Tribunal on pension matters, and sharing the concern of the staff with regard to the uncertainties of the current reviews on pension matters, while reiterating its prior adherence to the United Nations Joint Staff Pension Fund, the Governing Body requested the Director-General to call upon the General Assembly of the United Nations, through its Secretary-General, to give appropriate attention to (i) the strong concern expressed by the ILO Governing Body that the views of, and the implications for, all the organisations adhering to the common system should be duly taken into account when decisions on pension issues were taken by the General Assembly; and (ii) its earnest hope that any future modifications of the pension system would be made with due consideration for the interests and acquired rights of the staff.

Matters relating to the Administrative Tribunal of the ILO

Working Party to review the Statute of the ILO Administrative Tribunal

The Governing Body took note that the Committee had appointed the following as members of its tripartite Working Party to review the Statute of the ILO Administrative Tribunal, composed of five Government members, one Employer

¹ Such a paper had already been submitted to and approved by the Programme, Finance and Administrative Committee of the 249th Session of the Governing Body (February–March 1991) when this decision was taken. See *Official Bulletin*, 1991, Series A, No. 3.

member and one Worker member:

Government members: Argentina, Byelorussian SSR, Italy, Lesotho, Philippines.

Employer member: Mr. J. von Holten;

Substitute: Mr. W. Durling.

Worker member: Mr. J. Morton.

REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

Application of Conventions and Recommendations

Forms for reports (article 22 of the Constitution) on the Chemicals Convention, 1990 (No. 170); the Night Work Convention, 1990 (No. 171); and the Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

The Governing Body approved the report forms contained in Appendices I to III of the report, as amended.

Forms for reports (article 19 of the Constitution) on unratified Conventions and on Recommendations: Minimum Wage-Fixing Machinery Convention (No. 26) and Recommendation (No. 30), 1928; Minimum Wage-Fixing Machinery (Agriculture) Convention (No. 99) and Recommendation (No. 89), 1951; Minimum Wage-Fixing Convention (No. 131) and Recommendation (No. 135), 1970

The Governing Body approved the special report form contained in Appendix IV of the report.

Standing Orders

Standing Orders for Industrial and Joint Committees and analogous meetings

The Governing Body, having taken note of this section of the report, adopted the revised Standing Orders for Industrial and Joint Committees and analogous meetings, as set out in Appendix V of the report.

REPORTS OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Fifth Tripartite Technical Meeting for Mines Other than Coal Mines: Effect to be given to the conclusions and resolutions of the Meeting¹

The Governing Body requested the Director-General (a) to communicate the texts adopted by the Fifth Tripartite Technical Meeting for Mines Other than Coal Mines (i) to governments, informing them that the Governing Body had taken note of the texts and requesting them to communicate the texts to the employers' and workers' organisations concerned, and (ii) to the international organisations of employers and workers concerned; (b) to draw the special attention of governments and, through them, that of the employers' and workers' organisations concerned, as well as that of the international employers' and workers' organisations concerned, to (i) the report and conclusions (No. 28) concerning conditions of work and related legal protection in mines other than coal mines, and to (ii) the report and conclusions (No. 29)

¹ For the texts of the conclusions and resolutions adopted by the Meeting see p. 23 below.

concerning new work processes in mines other than coal mines, their effects on employment and training requirements and the need for employment and social policies to cope with these developments; (c) to draw the attention of governments and, through them, that of the employers' and workers' organisations concerned, as well as that of the international employers' and workers' organisations concerned, to the conclusions and resolutions mentioned in section I, group C, of the Classification; and (d) when planning the future programme of the Office, to continue to bear in mind the wishes expressed by the Tripartite Technical Meetings for Mines Other than Coal Mines in the conclusions and resolutions listed in section II, group B, of the Classification, with a view to giving effect to the requests contained therein and addressed to the Office.

With regard to conclusions Nos. 28 and 29 and resolutions Nos. 30 to 37 adopted by the Meeting, the Governing Body agreed to bear in mind the wishes expressed by the Meeting in the relevant paragraphs of its resolutions Nos. 30 to 37; and requested the Director-General to bear in mind, when planning the future programme of work of the Office, the wishes expressed by the Meeting in the relevant paragraphs of its conclusions Nos. 28 and 29 and of its resolutions Nos. 30, 32, 33, 34, 36 and 37.

*Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel:
Effect to be given to the conclusions and resolutions of the Meeting¹*

The Governing Body requested the Director-General to communicate the report of the Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel (a) to governments, requesting them to communicate it to the employers' and workers' organisations concerned, and (b) to the international employers' and workers' organisations concerned. It also requested him to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed in paragraph 44 of the conclusions and in the resolution concerning ILO activities in the field of fire-fighting services.

*Fourth Tripartite Technical Meeting for the Leather and Footwear Industry:
Composition*

The Governing body (a) authorised the Director-General to invite the following 24 countries to be represented at the Fourth Tripartite Technical Meeting for the Leather and Footwear Industry: Argentina, Brazil, China, Czechoslovakia, Egypt, France, Germany, India, Islamic Republic of Iran, Italy, Japan, Kenya, Mexico, Nigeria, Pakistan, Philippines, Poland, Portugal, Spain, United Republic of Tanzania, USSR, United States, Uruguay, Venezuela; (b) set the closing date for acceptance of invitations at 30 June 1991; and (c) in the event that the government of any of the countries listed in subparagraph (a) above declined the invitation or if its reply failed to meet the deadline, authorised the Director-General to invite one of the following countries placed on the reserve list and belonging to the same region as the country to be replaced: Algeria, Morocco (Africa); Canada, Colombia (Americas); Australia, Indonesia (Asia); Hungary, United Kingdom (Europe).

Thirteenth Session of the Metal Trades Committee: Agenda

The Governing Body selected the following technical item for the agenda of the Thirteenth Session of the Metal Trades Committee: "Consequences of structural adjustment for employment, training, further training and retraining in the metal trades industry".

¹ For the texts of the conclusions and resolutions adopted by the Meeting see p. 38 below.

Second Session of the Forestry and Wood Industries Committee: Invitation of intergovernmental and non-governmental international organisations

The Governing Body authorised the Director-General to invite *one intergovernmental organisation* and *eight non-governmental international organisations* to be represented by observers at the meeting.

Second Session of the Joint Committee for Postal and Telecommunications Services: Invitation of non-governmental international organisations

The Governing Body authorised the Director-General to invite *five non-governmental international organisations* to be represented by observers at the meeting.

Seventh General Review of the membership of the Industrial and analogous Committees

The Governing body decided that the number of seats on each of the Industrial and analogous Committees should be as follows: Inland Transport Committee (38); Coal Mines Committee (24); Iron and Steel Committee (30); Metal Trades Committee (40); Textiles Committee (44); Building, Civil Engineering and Public Works Committee (40); Chemical Industries Committee (40); Committee on Work on Plantations (24); Advisory Committee on Salaried Employees and Professional Workers (36); Hotel, Catering and Tourism Committee (42); Forestry and Wood Industries Committee (38); Food and Drink Industries Committee (34). It also determined the membership of the Industrial and analogous Committees as shown in tabular form on pages 9, 10 and 11 below.

MEMBERSHIP OF THE INDUSTRIAL AND ANALOGOUS COMMITTEES

IT: Inland Transport Committee	CI: Chemical Industries Committee
CM: Coal Mines Committee	CWP: Committee on Work on Plantations
IS: Iron and Steel Committee	SEPW: Advisory Committee on Salaried Employees and Professional Workers
MT: Metal Trades Committee	HCT: Hotel, Catering and Tourism Committee
T: Textiles Committee	FWI: Forestry and Wood Industries Committee
B: Building, Civil Engineering and Public Works Committee	FDI: Food and Drink Industries Committee

Countries	IT	CM	IS	MT	T	B	CI	CWP	SEPW	HCT	FWI	FDI	Total
Argentina	x	-	x	x	x	x	x	x	x	x	x	x	11
Australia	x	x	x	x	-	x	x	-	x	x	x	x	10
Austria	x	-	x	x	-	x	x	-	x	x	x	x	9
Bangladesh	x	-	-	-	x	-	-	x	-	-	-	-	3
Belgium	x	-	x	x	x	x	x	-	x	-	x	x	9
Brazil	x	x	x	x	x	x	x	x	x	x	x	x	12
Bulgaria	x	-	-	x	x	-	-	-	-	-	x	-	4
Byelorussian SSR	-	-	-	x	-	-	x	-	-	-	x	x	4
Cameroon	x	-	-	-	x	x	-	x	-	-	x	-	5
Canada	x	x	x	x	-	x	x	-	x	x	x	x	10
Chile	-	x	x	x	-	x	x	-	-	-	x	x	7
China	x	x	x	x	x	-	x	-	-	-	x	-	7
Colombia	-	x	x	x	x	x	-	x	-	-	-	x	7
Costa Rica	-	-	-	-	-	-	-	x	-	x	x	-	3
Cuba	-	-	-	-	-	-	-	x	-	-	-	-	1
Cyprus	-	-	-	-	-	x	-	-	x	x	-	-	3
Czechoslovakia	-	x	x	x	x	-	-	-	-	-	x	-	5

Table (continued)

Countries	IT	CM	IS	MT	T	B	CI	CWP	SEPW	HCT	FWI	FDI	Total
Denmark	-	-	-	x	x	x	x	-	x	-	x	x	7
Ecuador	-	-	-	-	-	-	x	-	-	x	x	-	3
Egypt	x	-	x	x	x	x	x	-	x	x	-	x	9
El Salvador	-	-	-	-	x	-	-	x	-	-	-	-	2
Finland	x	-	-	x	-	-	x	-	x	-	x	-	5
France	x	-	x	x	x	x	x	-	x	x	x	x	10
Germany	x	x	x	x	x	x	x	-	x	x	x	x	11
Ghana	-	-	-	-	x	x	-	x	x	-	x	-	5
Greece	-	-	x	x	x	x	-	-	x	x	-	-	6
Guatemala	x	-	-	-	-	-	-	x	-	-	-	x	3
Honduras	-	-	-	-	-	-	-	x	-	-	-	-	1
Hungary	x	-	-	-	-	-	x	-	x	x	-	-	4
India	x	x	x	x	x	x	x	x	x	x	x	x	12
Indonesia	-	-	-	-	-	x	x	x	-	-	-	-	3
Iran, Islamic Rep. of	-	x	-	-	-	-	x	-	-	-	-	-	2
Israel	-	-	-	x	x	-	x	-	x	x	-	x	6
Italy	x	-	x	x	x	x	x	-	x	x	x	x	10
Jamaica	-	-	-	-	x	-	-	-	-	x	x	-	3
Japan	x	x	x	x	x	x	x	-	x	x	x	x	11
Jordan	-	-	-	x	x	-	x	-	-	-	-	-	3
Kenya	x	-	-	-	x	-	-	x	-	x	x	-	5
Luxembourg	-	-	x	-	-	-	-	-	-	-	-	-	1
Madagascar	-	-	-	-	-	-	-	-	-	x	x	-	2
Malawi	-	-	-	-	-	-	-	x	-	-	x	-	2
Malaysia	x	-	-	-	-	-	-	x	-	x	-	-	3
Malta	-	-	-	-	-	-	-	-	-	x	-	-	1
Mauritius	-	-	-	-	-	-	-	x	-	x	-	-	2
Mexico	x	x	x	x	x	x	x	x	x	x	-	x	11
Mongolia	-	x	-	-	-	-	-	-	-	-	-	-	1
Morocco	-	x	-	-	-	x	-	-	-	-	-	-	2
Mozambique	-	x	-	-	x	-	-	-	-	-	-	-	2
Netherlands	x	-	x	x	-	x	x	-	x	x	-	x	8
New Zealand	-	-	-	-	-	-	-	-	-	-	x	-	1
Nigeria	x	x	-	x	x	x	x	x	x	x	x	x	11
Norway	-	-	-	x	-	x	x	-	x	x	-	-	5
Pakistan	x	x	x	x	x	x	x	-	-	-	-	-	7
Paraguay	x	-	-	-	x	-	-	x	-	-	x	x	5
Peru	-	-	-	-	x	-	x	-	x	x	x	-	5
Philippines	-	-	-	-	x	x	-	x	x	x	x	-	6
Poland	-	x	-	x	x	-	x	-	x	-	-	-	5
Portugal	x	-	x	x	x	x	-	-	x	x	x	x	9
Romania	-	-	-	-	x	-	x	-	-	-	-	-	2
San Marino	-	-	-	-	-	-	-	-	x	-	-	-	1
Spain	x	x	x	x	x	x	x	-	x	x	x	x	11
Sri Lanka	x	-	-	-	x	-	-	x	-	x	-	-	4
Sudan	x	-	-	-	x	-	-	-	x	-	-	-	3
Sweden	x	-	x	x	-	x	x	-	x	x	x	x	9
Switzerland	x	-	-	x	-	x	x	-	x	x	-	x	7
Tanzania, United Rep. of	-	-	-	-	x	-	-	x	-	x	-	x	4
Tunisia	-	-	-	x	x	x	-	-	-	x	-	x	5
Turkey	x	x	x	x	x	x	x	-	-	x	-	x	9
Uganda	-	-	-	-	-	x	-	x	-	-	x	-	3
Ukrainian SSR	x	x	x	x	-	x	-	-	-	-	-	x	6

Table (continued)

Countries	IT	CM	IS	MT	T	B	CI	CWP	SEPW	HCT	FWI	FDI	Total
USSR	x	x	x	x	x	x	x	-	x	x	x	x	11
United Arab Emirates	-	-	-	-	-	-	x	-	-	-	-	-	1
United Kingdom	x	x	x	x	x	x	x	-	x	x	x	x	11
United States	x	x	x	x	x	x	x	-	x	x	x	x	11
Uruguay	x	-	-	-	x	x	-	-	x	-	-	x	5
Venezuela	-	-	x	-	-	-	x	-	-	x	-	-	3
Yugoslavia	-	-	-	x	x	x	-	-	-	x	-	-	4
Total	38	24	30	40	44	40	40	24	36	42	38	34	430

REPORT OF THE COMMITTEE ON OPERATIONAL PROGRAMMES

Further developments concerning operational activities questions in the United Nations system

The Governing Body took note of United Nations General Assembly resolution 44/211 on the "Comprehensive triennial policy review of operational activities for development of the United Nations system", and of the measures taken or envisaged by the Director-General to give effect to that resolution, as set out in the document submitted to the Committee on this item.

REPORT OF THE COMMITTEE ON DISCRIMINATION

Revision of the Declaration concerning Action against Apartheid in South Africa and Namibia

The Officers of the Governing Body decided to place on the agenda of the 78th session (June 1991) of the International Labour Conference an item concerning the revision of the Declaration in order to delete therefrom all references to Namibia.

REPORT OF THE COMMITTEE ON MULTINATIONAL ENTERPRISES

Follow-up on and promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

The Governing Body approved the draft questionnaire for the Fifth Survey on the effect given by governments to the Tripartite Declaration, covering the period 1989, 1990 and 1991, as amended; decided that the questionnaires should be dispatched in the first quarter of 1991 so that the replies could be communicated to the ILO by 29 February 1992; and further decided that the questionnaire should also be sent by the Office direct to the employers' and workers' organisations concerned.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS¹

Standing bodies

Committee of Experts on the Application of Conventions and Recommendations

The Governing Body reappointed, for a period of three years, the following members of the Committee of Experts on the Application of Conventions and Recommendations: Mr. Roberto Ago (*Italy*); Mr. Semion A. Ivanov (*USSR*); Mr. Antti Johannes Suviranta (*Finland*); and Mr. Boon Chiang Tan (*Singapore*).

It asked the Director-General to convey to Mr. Katsuichi Ikawa and Mr. Arnaldo Lopes Sussekind its deep gratitude for the services rendered to the ILO.

Meetings

Tripartite Symposium on Equality of Opportunity and Treatment for Men and Women in Industrialised Countries (Geneva, 19–23 November 1990)

The Officers of the Governing Body² authorised the Director-General to invite the *government of a member State and one non-governmental international organisation* to be represented by an observer each at the symposium. They took note that he intended to invite *one intergovernmental organisation* to be so represented.

Meeting of Experts on Safety and Health in Construction (Geneva, 12–19 March 1991)

The Officers of the Governing Body² approved the nominations of *seven members and three substitutes* made after consultations with governments, of *seven members* and of *six members plus four substitutes* made after consultations with the Employers' and the Workers' groups of the Governing Body respectively. They authorised the Director-General to invite *four non-governmental international organisations* to be represented by observers at the Meeting.

Tripartite European Meeting on the Impact of Technological Change on Work and Training

The Officers of the Governing Body² approved the following agenda for the Meeting: (a) an examination of the implications of technological change in European countries; and (b) a review of the employment and training policies pursued by European countries to meet the challenge of new technology. They decided that the Meeting should be attended by nine participants nominated after consultations with governments, nine after consultations with the Employers' group and nine after consultations with the Workers' group of the Governing body. They took note that, in order to obtain the nine government nominations, the Director-General intended to consult the Governments of Czechoslovakia, France, Germany, Hungary, Italy, Poland, Turkey, the USSR and the United Kingdom.

Tripartite Symposium on the Future of Social Security in Industrialised Countries

The Officers of the Governing Body² approved the following agenda for the meeting: Examination of the successes and failures encountered in efforts to reform social security and an analysis of the difficulties to be overcome in order to achieve a

¹ The names, titles and functions of the persons appointed by the Governing Body, as well as an indication of the organisations and bodies invited to be represented at these meetings, can be found in the papers submitted to the Governing Body under the eighteenth item on its agenda.

² See footnote 4 on p. 2.

social consensus in support of the desirable change. They decided that the meeting should be attended by five experts appointed after consultations with governments, five after consultations with the Employers' group and five after consultations with the Workers' group of the Governing Body, in addition to six independent experts appointed to prepare papers on the various subjects that would be covered and to present them to the symposium. They took note that, in order to obtain the five government nominations, the Director-General intended to consult the Governments of Canada, Finland, France, Japan and the USSR, and that he also intended to invite *six intergovernmental organisations* and *one non-governmental international organisation* to be represented at the symposium.

Tripartite Symposium on Structural Adjustment, Employment and Training in Latin America and the Caribbean

The Officers of the Governing Body¹ approved the following agenda for the symposium: (1) Structural adjustment, labour, employment and training; (2) The role and responsibility of governments and the social partners in promoting recovery. They decided that the symposium should be attended by eight participants nominated after consultations with governments, eight nominated after consultations with the Employers' group and eight nominated after consultations with the Workers' group of the Governing Body, in addition to two independent experts. They took note that, in order to obtain the government nominations, the Director-General intended to approach the Governments of Argentina, Brazil, Chile, Colombia, Costa Rica, Jamaica, Mexico and Venezuela, and that he also intended to invite *eight intergovernmental organisations* to be represented by observers at the symposium.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body paid tribute to the memory of Mr. Gabriel Ducray, former substitute representative of the Government of France on the Governing Body; Mr. André Grisel, Judge and later President of the Administrative Tribunal of the ILO from 1960 to 1987; Begum Raana Liaquat Ali Khan, member of the Committee of Experts on the Application of Conventions and Recommendations from 1955 to 1977; and Mrs. Nobuko Takahashi, former Assistant Director-General of the International Labour Office. It asked the Director-General to convey its sympathy to the families of the deceased and, in the cases of Mr. Ducray, Begum Liaquat Ali Khan and Mrs. Takahashi, to the Governments of France, Pakistan and Japan.

Composition of the Governing Body, Governing Body committees and various bodies

Composition of the Governing Body

The Governing Body noted that the Government of Uruguay had appointed as its representative Dr. S. Pérez del Castillo, Director, Office for International Relations, Ministry of Labour and Social Security.

Composition of Governing Body committees

The Governing Body approved a request from the Government of Costa Rica to be appointed a regular member of the Programme, Financial and Administrative

¹ See footnote 4 on p. 2.

Committee; and also a request from the Government of the Central African Republic to be appointed a substitute member of the Programme, Financial and Administrative Committee, the Committee on Standing Orders and the Application of Conventions and Recommendations, the Committee on Operational Programmes and the Committee on Employment.

It also approved the following other changes in the composition of committees:

Programme, Financial and Administrative Committee: add Costa Rica (as a regular member); Honduras (as a regular member); Central African Republic (as a substitute member).

Committee on Standing Orders and the Application of Conventions and Recommendations: add Honduras (as a regular member); New Zealand (as a regular member); Central African Republic (as a substitute member).

Industrial Activities Committee: add Honduras (as a regular member).

Committee on Operational Programmes: add Central African Republic (as a substitute member).

Committee on Discrimination: add Argentina (as a substitute member).

Committee on Employment: add Honduras (as a regular member); Central African Republic (as a substitute member).

First Report of the Officers of the Governing Body: Non-governmental international organisations included in the ILO's Special List and "registered observers" at the International Labour Conference

The Governing Body took note of the decision of its Officers that it was no longer appropriate to accord non-governmental international organisations on the Special List the possibility of attending the Conference under the conditions mentioned in paragraph 4 of the report.

Second Report of the Officers of the Governing Body: Eleventh Asian Regional Conference: Minimum timetable

The Officers of the Governing Body¹ considered that the report should be examined by the Governing Body on the resumption of its 248th Session, and that it would then be for the Governing Body to decide whether the new procedures should be applied on a trial basis. In the meantime, the Officers of the Governing Body decided, without prejudice to the decision that the Governing Body would then take on this question, that the Committee on Standing Orders and the Application of Conventions and Recommendations should, on the occasion of the Governing Body's 249th Session, but prior to its resumed 248th Session, examine a draft resolution that might authorise the Asian Regional Conference, notwithstanding the provisions of the Rules, to adopt on a trial basis the procedures set out in the report.

At its resumed session the Governing Body, on the recommendation of its Officers, decided, in the absence of a provision in the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation allowing for their suspension, to propose to the Conference for adoption at its 78th Session in June 1991 a resolution, considered by the Governing Body's Committee on Standing Orders and the Application of Conventions and Recommendations and by the Governing Body itself at its 249th Session, authorising

¹ See footnote 4 on p. 2.

the Eleventh Asian Regional Conference to adopt the procedure outlined in the report notwithstanding the terms of the Rules.

Proposals for improvements in the functioning of the International Labour Conference

The Governing Body decided to introduce an electronic voting system at the International Labour Conference; invited the Director-General to continue examining the arrangements for its introduction in consultation with the other organisations concerned, and, as necessary, to allocate the necessary resources for this purpose; requested the Committee on Standing Orders and the Application of Conventions and Recommendations to consider in due course proposals for the amendment of the Standing Orders as a result of the introduction of an electronic voting system; and decided to recommend the Conference to reduce the time-limit for speeches from 15 to ten minutes on a trial basis as from its 78th Session, and requested the Director-General to inform member States of this reduction so as to enable delegates to prepare themselves accordingly.

It requested the Director-General to submit to its 250th Session (May–June 1991) a more comprehensive document with a view to: (a) exploring further the various possibilities for improvements in the functioning of the International Labour Conference presented in the two reports as well as other ideas arising from the Governing Body's discussions; and (b) making proposals for the most appropriate procedure for considering them (discussion in plenary or referral to a working party or to the Committee on Standing Orders and the Application of Conventions and Recommendations).

Third Report of the Officers of the Governing Body: Representation made by the Egyptian Trade Union Federation, under article 24 of the Constitution of the ILO, alleging non-observance by Iraq of the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equality of Treatment (Social Security) Convention, 1962 (No. 118)

The Governing Body, having decided that the representation was receivable exclusively as regards the allegations concerning the observance by Iraq of its obligations within the limits of its jurisdiction, set up a committee with the following composition to examine it:

Government member: Mr. Rhenan Segura (Costa Rica);

Employer member: Mr. J.-J. Oechslin;

Worker member: Mr. J. Morton.

Fourth Report of the Officers of the Governing Body: Memorandum submitted by the Government and the employers' and workers' organisations of Kuwait

The Governing Body, having taken note of the report, decided, although it contained no point for decision, to endorse the five points set out in the Memorandum as guide-lines for further ILO action.

PROGRAMME OF MEETINGS

The Officers of the Governing Body¹ decided that, pending the resumption of its 248th Session, arrangements for all meetings scheduled between November 1990 and

² See footnote 4 on p. 2.

February 1991 should proceed as planned, and that the paper prepared under this item should be submitted to the Governing Body at its resumed 248th Session in the usual manner.

At its resumed session the Governing Body approved the following programme of meetings for the remainder of 1991.

Date	Title of meeting	Place
1991		
7–20 March	Committee of Experts on the Application of Conventions and Recommendations	Geneva
12–19 March	Meeting of Experts on Safety and Health in Construction	„
17–25 April	Forestry and Wood Industries Committee (Second Session)	„
8–16 May	Joint Committee for Postal and Telecommunications Services (Second Session)	„
23 May–1 June and immediately after the Conference	250th Session of the Governing Body and its Committees	„
5–26 June	78th Session of the International Labour Conference	„
19–21 June	Intergovernmental Committee of the Rome Convention (ILO/UNESCO/WIPO) (Thirteenth Ordinary Session)	Paris
22–26 July	Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART) (Special Session)	„
5–9 August	Tripartite Symposium on Structural Adjustment, Employment and Training in Latin America and the Caribbean	Caracas
23–27 September	Meeting of the Panel of Consultants on Workers' Education	Geneva
25 September–3 October	Textiles Committee (Twelfth Session)	„
7–12 October	Tripartite European Meeting on the Impact of Technological Change on Work and Training	„
10–15 October	Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission (Fifth Session)	„
17–25 October	Joint Maritime Commission (Twenty-sixth Session)	„
28–31 October	Tripartite Symposium on the Future of Social Security in Industrialised Countries	„
31 October–15 November	251st Session of the Governing Body and its Committees	„
Immediately after the Governing Body session	Advisory Meeting of Governing Body members from Africa	„
20–28 November	Second Joint Meeting on Conditions of Work of Teachers	„
26 November–2 December	Eleventh Asian Regional Conference	Bangkok
4–12 December	Food and Drink Industries Committee (Second Session)	Geneva
To be determined	Symposium on Labour Market Flexibility	To be determined

APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Third Tripartite Technical Meeting for the Printing and Allied Trades (Geneva, 5–13 December 1990)

The Officers of the Governing Body¹ appointed the following members of the Governing Body delegation to the Meeting, and authorised the appointment of a Worker member whose name would be supplied by the Secretary of the Workers' group at a later stage:

Government member and Chairman of the Meeting: Mr. M. Hakkou
(Morocco).

Employer member: Mr. A. Pierides;

Substitute: Mr. M. Nasr.

The Secretary of the Workers' group subsequently informed the Director-General that the Worker member of the delegation was Mr. J. Morton.

* * *

At their first meetings after the Governing Body elections in June 1990, the Committees of the Governing Body elected their Officers as follows:

Programme, Financial and Administrative Committee

Chairman (ex officio): The Chairman of the Governing Body (1990–91:
Mr. G. Muhr (Worker Member)).

Employer spokesman: Mr. von Holten.

Worker spokesman: Mr. Baker.

Allocations Committee

(consists of Government members only)

Chairman: Mrs. Sato (Japan).

Committee on Standing Orders and the Application of Conventions and Recommendations

Chairman: Miss Silva Y Silva (Peru).

Employer Vice-Chairman: Miss Hak.

Worker Vice-Chairman: Mr. Vanni.

International Organisations Committee

Chairman: Mr. Rodriguez (Argentina).

Employer Vice-Chairman: Mr. Lacasa Aso.

Worker Vice-Chairman: Mr. Blondel.

Industrial Activities Committee

Chairman: Mr. Filip (Romania).

Employer Vice-Chairman: Mr. Lindner.

Worker Vice-Chairman: Mr. Svenningsen.

¹ See footnote 4 on p. 2.

Committee on Operational Programmes

Chairman: Mr. Mapta (Malawi).

Employer Vice-Chairman: Mr. Nasr.

Worker Vice-Chairman: Mr. Kebe.

Committee on Freedom of Association

Chairman: Mr. Ago (Italy) (reappointed as independent Chairman by the Governing Body at its 247th Session (June 1990)).

Reporter: Mr. Oechsli (Employer member).

Committee on Discrimination

Chairman: Mr. Pedersen (Denmark).

Employer Vice-Chairman: Mr. Chanaiwa.

Worker Vice-Chairman: Mr. Mercier.

Committee on Multinational Enterprises

Chairman: Mr. Dejong (Australia).

Employer Vice-Chairman: Miss Hak.

Worker Vice-Chairman: Mr. Bonmati.

Committee on Employment

Chairman: Mr. Olumide (Nigeria).

Employer Vice-Chairman: Mr. Katz.

Worker Vice-Chairman: Mr. Ferguson.

Ratifications of International Labour Conventions

Notice is hereby given that the Director-General of the International Labour Office has registered the undermentioned ratifications of international labour Conventions. In pursuance of article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications have been communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office on the legal status of the State having communicated such information (including the communication of a ratification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

State	Convention	Date of registration of ratification	Date on which ratification will take effect
Bolivia	Labour Statistics Convention, 1985 (No. 160)	14 November 1990	14 November 1991
	<i>Acceptance of Articles 7–8 and 15 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>		
Byelorussian SSR	Labour Statistics Convention, 1985 (No. 160)	12 October 1990	12 October 1991
	<i>Acceptance of Articles 7–10 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>		
China	Equal Remuneration Convention 1951 (No. 100)	2 November 1990	2 November 1991
	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	„	„
Finland	Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	19 December 1990	19 December 1991

Indonesia	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	17 October 1990	17 October 1991
Mexico	Seafarers' Welfare Convention, 1987 (No. 163)	5 October 1990	5 October 1991
	Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)	"	"
	Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	"	"
	Safety and Health in Construction Convention, 1988 (No. 167)	"	"
Netherlands	Labour Statistics Convention, 1985 (No. 160)	5 October 1990	5 October 1991
<i>Acceptance of all the Articles of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>			
Sweden	Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	18 December 1990	18 December 1991
Switzerland	Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)	17 October 1990	17 October 1991

5. Effective hours of work should not exceed the limits compatible with the health and welfare of miners. In particular, overtime should, as far as possible, be voluntary, or in accord with mutually agreed provisions, except in cases of emergencies, accidents or justifiable technical reasons. Overtime should be remunerated at a mutually agreeable and significantly higher rate than normal hours of work adequately compensated by free time.

6. Fly-in/fly-out or ship-in/ship-out systems are those in which workers are transported by plane or ship and alternate between periods of work at the mine and rest periods at their place of origin or home. This type of mining operation should be restricted to mines located in areas where access is very difficult and to cases where the duration of mining and the number of workers is limited. In this case, the workers' representatives should benefit from the protection and facilities provided for in the Workers' Representatives Convention, 1971 (No. 135), and Recommendation, 1971 (No. 143).

7. The characteristics of the mining industry and the special nature of the work should be taken into account, along with the relevant socio-economic factors and an individual's choice, in establishing retirement age and benefits.

8. In view of the new training and retraining needs arising from technological innovations and in order to enhance miners' employment potential, employers and workers' representatives should negotiate arrangements of working time that allow workers to update their skills or acquire new ones. The principles established by the Human Resources Development Convention, 1975 (No. 142), and Recommendation, 1975 (No. 150), and the Paid Educational Leave Convention, 1974 (No. 140), and Recommendation, 1974 (No. 148), should be taken as a guide in this context.

9. Appropriate measures should be taken to ensure a correct application of legal norms or collective agreements regulating working time and rest periods. Although small informal mines have positive effects, in particular on employment, good safety and health measures should not be neglected in this type of mine. To that end, public authorities should, as far as possible, promote the training of mine inspectors with the task, among others, of providing the employers and workers concerned with information and advice in order that the provisions on working and living conditions in the mines concerned may be best observed.

10. Continuous or semi-continuous shift work should be adequately compensated by salary increases or additional free time to recognise the potential impact on the health, social and family life of the workers.

11. Possible improvements in working time, rest periods, daily and weekly time off, leave and arrangement of working time, including scheduling of shift work, should be the subject of negotiations between the employers and workers' representatives at national, regional or local level. In this respect, the Meeting noted that collective bargaining at all levels is the best way for employers and workers to deal flexibly and realistically with problems of duration, organisation and arrangement of hours of work. The Meeting therefore considered that governments should endeavour to establish the conditions for a real dialogue between the social partners.

Housing and other social services

General considerations

12. In planning and implementing social services, the competent authorities and the social partners should take into consideration the principles established by the Utilisation of Spare Time Recommendation, 1924 (No. 21), the Welfare Facilities Recommendation, 1956 (No. 102), and the Workers' Housing Recommendation, 1961 (No. 115).

13. The Meeting furthermore considered that its previous conclusions on housing and other social services, especially conclusions (No. 14) concerning the welfare of workers in mines other than coal mines, adopted in 1975 by the Third Meeting, continued to provide appropriate guidance on the principles to be followed and the methods to be employed in the planning and implementation of the services in question.

14. The essential social services infrastructure and its feasibility should be studied at the initial phase of undertaking mining operations. At this stage, greater attention should be paid to any possible detrimental effects of mining on the environment. Initial plans should make provisions for the investment necessary for the development of a safe and healthy mining community. In this context, particular attention should be paid to waste disposal and

to preventing contamination by toxic substances, during the operating life and after the closure of the mine.

15. In mines located in isolated regions far from population centres, employers should pay special consideration to the establishment and satisfactory operation of essential welfare services for miners and their families.

16. Since the availability of social services appropriate to miners' needs is not only essential for the welfare of miners but also contributes to the smooth operation of mining enterprises, their establishment should be undertaken by public authorities, and/or the employers in consultation with the workers' organisations concerned.

Housing

17. Housing construction and the development of related social services should be of continuing concern to national and local authorities and employers. In particular, in single industry mining towns and where there is not enough housing, enterprises should, with the support of the competent public authorities, provide workers and their families with suitable housing on mutually agreeable terms.

18. Governments, wherever possible, should help mining enterprises, particularly small and medium-sized enterprises, to conform to legal obligations or to promote efforts with respect to housing. In addition, national or local authorities should ensure that mining communities lacking such amenities should be provided with housing-related infrastructures (electricity, drinking water, access roads, etc.).

19. Housing provided by employers should be maintained in good condition and provided with all appropriate services. A miner who loses his job should be allowed a mutually agreed upon period in which to move out of the house he is living in.

Other social services

20. In mining communities where social services are non-existent or inadequate, governments and employers, in cooperation with workers' representatives, should facilitate, by all available means, the development and operation of social services for miners and their families.

21. Particular attention should be paid to health services, as well as to the provision of food and other basic needs. Special measures should be taken by public authorities and mining enterprises to provide recreational and sports facilities.

22. The primary responsibility for educating mineworkers and their families lies with the national and local governments. Where state education is not provided, mining enterprises should see to it that primary schooling and, wherever possible, secondary schooling, are made available to mining communities.

23. Transportation to and from the mine, when provided by the employers, should take into consideration the special needs of shiftworkers.

24. The Meeting noted that drug abuse and alcoholism had detrimental effects not only on mineworkers and their families, but also on the enterprise. In this area also, employers, trade unions and workers themselves should, in close collaboration with the competent authorities, pursue and intensify the fight against alcoholism and drug addiction in mines other than coal mines.

25. The Meeting also noted that AIDS is beginning to become a very serious problem in some mining communities. In this area also, all the parties concerned, including the competent public authorities, should take steps and intensify their activities with a view to preventing and/or limiting the development of this disease. No worker should ever be deprived of his livelihood by his employer by reason only of having contracted any disease, including AIDS. According to local practice and standards, income protection, in case of sickness, should be provided to all mineworkers and their families, including AIDS victims.

Action at the international level

26. The ILO's work programmes should continue to stress the social and working conditions in mines other than coal mines and the Office's work in this area should continue,

12. Governments should promote and/or strengthen institutional capacity for assessing the diverse effects of mining technologies, in cooperation with employers' and workers' organisations. This capacity should be designed to assist or influence employers' choices of technology through information-gathering and dissemination on alternative technologies (when competing alternatives exist), their economic evaluation, or other suitable means.

Alleviating negative employment effects

13. Small-scale mining is essential for employment generation and maintenance in many countries. Such operations provide work and income to many thousands of people. However, they might suffer from low productivity and incomes and substandard safety and working conditions. The reasons for this include the lack of access to financial resources, technology and training, besides traditionally low levels of education. This has also resulted, in some cases, in damage to the environment caused by small-scale mining operations. Governments should be asked to consider, along with workers' organisations and employers, ways and means to give small-scale mining operations greater access to training, financial and other resources. Some degree of innovation may be necessary in this regard due to the widespread lack of basic education in the sector. Such assistance would make it possible for such operations to comply with essential safety and environmental standards. In addition, governments should promote efforts of a tripartite nature in order to provide these mines with the expertise necessary for restructuring production, promoting efficiency and reshaping training efforts. Technical co-operation across countries for this purpose, though not always successful in the past, should also be considered by governments, in collaboration or consultation with employers' and workers' organisations, on a case-by-case basis.

14. Cooperatives of operators of very small-scale mines, if properly managed, can be a means of ensuring that a fair share of sales revenues is returned to those involved in production. Where appropriate, tripartite action should be taken to promote the establishment of mining cooperatives, to assist them in the development of management and training capacities and, where necessary, to provide suitable marketing mechanisms.

15. Where appropriate, governments should continue to help small-scale mines to comply with the minimum social and labour standards and income conditions prevailing in the country as well as with national standards of safety and health.

16. The experience of the mining sector in the 1980s suggests that governments, together with employers' and workers' organisations, should consider alternative measures which can, in the short term, alleviate the negative employment effects of mineral price fluctuations. Less drastic measures should be considered first, such as the possibility of temporarily shifting workers to other company business, or hiring out company workers to other firms. For cases where redundancies are inevitable, and unemployment insurance is either unavailable or inadequate, collective bargaining should aim at providing displaced workers with some form of financial compensation. Special training should be made available to such displaced workers.

17. Unemployment alleviation measures should only supplement comprehensive employment policies. Governments, together with employers' and workers' organisations, should promote an overall policy that contributes to the growth of mining output and employment in the context of overall economic and labour market policies. Such policies should also be linked to legislative and collective bargaining provisions, where appropriate.

18. Illiteracy and general lack of skills are the major obstacles faced by mineworkers when they lose their jobs and attempt to find alternative employment. Illiteracy is also a barrier to securing mining employment and advancement to higher skills and higher paying jobs. Measures to alleviate unemployment effects in mining should therefore also consider the improvement of literacy and basic skills. In this context, tripartite consultation should take place to design programmes that will lead to the further training needed by jobseekers.

Training needs and employer/labour relations

19. Because training needs have increased significantly as a result of both technological change and the greater flexibility expected from workers to learn and perform related tasks, the approaches and content of training programmes should be reviewed. Wage structures should be periodically reviewed to reflect changes in occupational structure and skills. These qualitative and quantitative needs require formidable efforts and resources. Employers' associations,

labour unions and concerned government agencies should collaborate with educational institutions in efforts to steer the curricula of specialised programmes closer to the industry's needs.

20. Governments—in consultation with employers' and workers' organisations—should cooperatively review the most appropriate means of financing these training requirements. Any such review should take into account the levels of financing already provided by governments, employers and employees.

21. There should also be a social commitment by governments, industry and the trade unions to provide, where appropriate, improved educational opportunities and facilities for the children of miners in mining communities.

Role of the ILO

22. The ILO has the unique role of providing vital information and labour standards for the mining industries, the governments of its member States and trade unions. The ILO should support and promote tripartite action for assessing the employment, income and training effects of structural and technological changes, and more stringent environmental regulations in non-coal mining. It should promote efforts at the country level to improve national statistics on employment, wages and output that are required for that action. In cooperation with other international and national institutions, the ILO should also gather information on the patterns of substitution of new materials for metals, and assess their employment, income and other social implications through country studies.

23. The ILO should continue to promote collective bargaining in mining communities where decisions on production, technology, training and environmental controls have a pervasive effect on the livelihood and the future development of such communities.

Resolution (No. 30) concerning Safety and Health in Mines¹

The Fifth Tripartite Technical Meeting for Mines other than Coal Mines of the International Labour Organisation,

Having met in Geneva from 28 March to 5 April 1990,

Stating that, despite considerable efforts undertaken by governments, employers and trade unions effectively to reduce the risks in the field of safety and health in mines other than coal mines, an unacceptable number of mineworkers every year still lose their lives and sustain heavy injuries in work-related accidents,

Considering that, although substantial progress has been achieved in controlling occupational diseases, particularly in certain countries and regions, the occupational health of mineworkers still remains a problem in many regions and countries,

Recognising that, particularly in metal mining, new technologies can create new safety and health concerns,

Recognising the need for more comprehensive, comparable and standardised statistical material on mine accidents and occupational diseases, particularly at the international level,

Appreciating the intention of the ILO, as set out in the Medium-Term Plan 1990–95, to engage in extensive preparatory work in order to include in the agenda of a future International Labour Conference an item on occupational safety and health in mines of all kinds, with a view to establishing a Convention or Recommendation dealing specifically with the safety and health of mineworkers;

Adopts this fifth day of April 1990 the following resolution:

The Fifth ILO Tripartite Technical Meeting for Mines other than Coal Mines invites the Governing Body of the International Labour Office:

- (1) to give highest priority to the question of safety and health in mines;
- (2) to request the Director-General:

- (a) prior to the end of the ILO's present Medium-Term Plan period, to make proposals to the Governing Body in order to place the subject of safety and health in mines on the

¹ Adopted unanimously.

Referring to the resolution (No. 10) concerning freedom of association and trade union rights in mines other than coal mines adopted by the Second Tripartite Technical Meeting for Mines other than Coal Mines, and the conclusions (No. 20) concerning freedom of association, industrial relations and collective bargaining practices in mines other than coal mines adopted by the Fourth Tripartite Technical Meeting for Mines other than Coal Mines;

Adopts this fifth day of April 1990 the following resolution:

The Fifth Tripartite Technical Meeting for Mines other than Coal Mines invites the Governing Body of the International Labour Office to:

- (1) intensify its efforts with a view to ensuring respect of the relevant Conventions and Recommendations aiming to guarantee the free exercise of basic human rights, and in particular the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98);
- (2) endeavour to ensure that all countries ratify and apply these Conventions and give effect to the resolutions adopted by industrial committees and tripartite technical meetings in this field that are transmitted to them by the Governing Body of the ILO;
- (3) give increased support to the whole structure of the ILO in order to promote the application of its human rights standards, with a view to speeding up the examination and settling of complaints submitted to it;
- (4) strengthen its efforts to ensure the ratification and application of these standards and to promote legislative and regulatory measures aiming at the effective prohibition of child labour in mines, and to monitor their application;
- (5) request the Director-General to:
 - (a) monitor closely the rapidly changing employment conditions and industrial relations patterns in mines other than coal mines;
 - (b) include in all the ILO's actions and programmes, particularly in the Workers' Education Programme, and the Programme of Assistance to Employers' Organisations in developing countries, activities that will help workers and employers in mines other than coal mines to cope with a changing industry;
 - (c) assist the parties in promoting free and genuine collective bargaining;
 - (d) make all possible resources available to foster the process of reforms that promote human rights and international labour standards;
 - (e) see to it that all ILO activities take account of the need to promote basic human rights and international labour standards;
 - (f) assist the parties with a view to safeguarding agreed principles of collective bargaining and industrial relations, as well as tripartite cooperation, all paramount for the industry of mines other than coal mines and its workers.

Resolution (No. 34) concerning Mining and the Environment¹

The Fifth Tripartite Technical Meeting for Mines other than Coal Mines of the International Labour Organisation,

Having met in Geneva from 28 March to 5 April 1990,

Considering that the Report of the World Commission on Environment and Development (Brundtland Commission) has raised the concept of sustainable development to a position of high priority around the world,

Considering that sustainable development (which is defined by the Brundtland Commission as development which meets the needs of the current generation without adversely affecting the ability of future generations to meet their own needs) has clear and direct relevance to the mining industries of all nations,

¹ Adopted unanimously.

Aware that in the extraction, processing and refining of products of mines other than coal mines many toxic substances are used which could be harmful to people working in mines, to the communities of the mining areas and, even more so, to the general environment,

Recognising that employers, workers and their organisations can and wish to make an important contribution to the improvement of the working and general environment and that adequate training programmes should be made available to them for that purpose,

Considering that the implementation of sustainable development may affect the nature of mineral development, the safety and health of mineworkers and their communities, and therefore the interests of both workers and employers,

Considering that environmental issues will be the central theme of the Report of the Director-General to the 77th Session of the International Labour Conference in 1990,

Declaring that participating nations to the Fifth Tripartite Technical Meeting for Mines other than Coal Mines support in principle the concept of sustainable development, which implies maintaining economic development while safeguarding the environment and solving existing environmental problems;

Adopts this fifth day of April 1990 the following resolution:

The Fifth Tripartite Technical Meeting for Mines other than Coal Mines invites the Governing Body of the International Labour Office:

- (1) to promote programmes on protection against hazardous substances and research into possible replacement of those substances;
- (2) to include in technical cooperation projects for developing countries activities regarding the close links between employment creation and environmental protection and between the working environment and the general environment;
- (3) to include in training programmes information about hazards and protective measures related to the disposal of hazardous waste taking into consideration the language limitations of special groups of workers;
- (4) to promote, within its competence, the international harmonisation of national environmental standards as a desirable objective, taking into account differing levels of economic development and differing local conditions and environmental problems;
- (5) to appeal to governments, along with the international mining industry and its workers:
 - (a) to give attention to the most pressing environmental problems;
 - (b) to the extent possible, to develop and implement environmental standards, where they affect mining, that reflect scientifically demonstrated impacts;
 - (c) to develop environmental regulations, as pertaining to mining, that take into account costs and economic impact;
 - (d) to pursue environmental regulations and standards in an open process that affords all affected parties an opportunity to review the scientific evidence and make representations;
- (6) to appeal to the mining industry, wherever it operates, to use the best environmental standards available;
- (7) to call upon the Director-General, benefiting from the tripartite process established within the ILO, to pursue vigorous cooperation with the United Nations Environment Programme and other international bodies concerned, in order to secure effective and timely implementation of sustainable development in all nations;
- (8) to request the Director-General to draw the attention of governments and employers' and workers' organisations to the fact that:
 - (a) before a decision is taken in respect of opening a new mine, all parties concerned, including the surrounding community, should be consulted;
 - (b) the construction of necessary water purification stations is a prerequisite to starting construction of mines;
 - (c) to protect the air from toxic gas and dust in areas where opencast mines are in operation, trade unions, workers and the community should have the right to demand the use of more appropriate explosives and the watering of workplaces, roads and stocks of wastes;
 - (d) once mining is ended, measures should be taken to rehabilitate the land.

- (1) apply resources to better enable the ILO to design and implement a system whereby it would:
 - (a) act as a clearing-house to coordinate an exchange of information and ideas within the mines other than coal mines sector on:
 - (i) basic education that contributes to the ability of workers to receive training and retraining throughout their working life;
 - (ii) training;
 - (iii) safety and health;
 - (iv) environmental concerns;
 - (v) good industrial relations practices;
 - (b) organise the exchange of visits by appropriate persons, especially from developing countries, to institutions in other countries where they could learn about matters mentioned in paragraph (a) above;
- (2) collect statistical data concerning relevant aspects of the non-coal mining industry, including from competent United Nations agencies and other bodies with which the ILO should also cooperate in assisting countries to assemble these statistics;
- (3) review and analyse the working of the above system and report thereon, including data collected, to the next Tripartite Technical Meeting for Mines other than Coal Mines.

Resolution (No. 37) concerning the Promotion of Good Industrial Relations Practices¹

The Fifth Tripartite Technical Meeting for Mines other than Coal Mines of the International Labour Organisation,

Having met in Geneva from 28 March to 5 April 1990,

Considering that the employment and welfare of mineworkers and the health of many national economies depend on the viability of the mining sector,

Considering that the viability of the mining sector depends, inter alia, on the maintenance of production and supply of the output to markets and consumers,

Considering that when industrial disputes are not well handled they may lead to the use of the right to strike or other actions disruptive of production and supply which could be a long-term liability for the enterprise, and consequently for workers and national economies dependent on the viability of the industry,

Considering that it would be desirable to promote cooperative approaches to problem-solving in industrial relations in the mines other than coal mines sector, and to seek alternative appropriate means of settling industrial disputes;

Adopts this fifth day of April 1990 the following resolution:

The Fifth Tripartite Technical Meeting for Mines other than Coal Mines invites the Governing Body of the International Labour Office:

- (1) to request the Director-General to initiate programmes which would examine and emphasise alternative solutions for settling industrial disputes, taking into account cooperative approaches to problem-solving in industrial relations;
- (2) to place on the agenda of the next Tripartite Technical Meeting for Mines other than Coal Mines the following item:
 - industrial relations, with emphasis on cooperative approaches to problem-solving.

Classification of the Conclusions and Resolutions Adopted by the Previous Tripartite Technical Meetings for Mines other than Coal Mines^{1,2}

Section I: Conclusions and resolutions, or parts thereof, calling for action in the various countries

Group A: Conclusions and resolutions, or parts thereof, that are no longer of current concern

None

¹ Adopted unanimously.

² The following resolutions are outdated or superseded and are eliminated from the classification: Nos. 5, 8, 11, 12, 15, 17, 18, 22 and 27.

Group B: Conclusions and resolutions, or parts thereof, that for the time being would not appear to call for further information

None

Group C: Conclusions and resolutions, or parts thereof, on which further information is considered desirable

No.

1. Resolution concerning accident prevention in mines other than coal mines (First Meeting, 1957). [2]¹
2. Resolution concerning machinery for wage fixing and wage protection in mines other than coal mines (First Meeting, 1957). [2]
3. Memorandum concerning industrial relations in mines other than coal mines (First Meeting, 1957). [2]
7. Conclusions concerning employment and conditions of work in mines other than coal mines in the light of fluctuations in the international mineral trade (Second Meeting, 1968). [3]
9. Conclusions concerning measures – particularly training – needed to meet safety and health requirements in mines other than coal mines (Second Meeting, 1968). [3]
10. Resolution concerning freedom of association and trade union rights in mines other than coal mines (paragraphs (a) and (b)) (Second Meeting, 1968). [3]
13. Conclusions concerning vocational training and retraining in mines other than coal mines (Third Meeting, 1975). [4]
14. Conclusions concerning the welfare of workers in mines other than coal mines (Third Meeting, 1975). [4]
20. Conclusions concerning freedom of association, industrial relations and collective bargaining practices in mines other than coal mines (Fourth Meeting, 1984). [5]
21. Conclusions concerning workers' health in mines other than coal mines, with special reference to the effects of the working environment and of technological changes (Fourth Meeting, 1984). [5]
23. Resolution concerning employment and social policies (paragraph 1) (Fourth Meeting, 1984). [5]

Section II: Conclusions and resolutions, or parts thereof, to which effect is to be given mainly by the Office

Group A: Conclusions and resolutions, or parts thereof, that are no longer of current concern to the Office

None

Group B: Conclusions and resolutions, or parts thereof, that should continue to receive the attention of the Office

No.

1. Resolution concerning accident prevention in mines other than coal mines (paragraphs 15 and 16) (First Meeting, 1957). [2]
4. Resolution concerning the minimum age of admission to work underground and the regulation of employment of young persons in underground work in mines of all kinds (First Meeting, 1957). [5]
6. Resolution concerning a reduction of hours of work in the mining other than coal mines industry without reduction of income (paragraph (a)) (First Meeting, 1957). [5]
9. Conclusions concerning measures – particularly training – needed to meet safety and health requirements in mines other than coal mines (Second Meeting, 1968). [3]
10. Resolution concerning freedom of association and trade union rights in mines other than coal mines (paragraphs (a) and (b)) (Second Meeting, 1968). [3]

¹ Meetings at which the text was classified.

13. Conclusions concerning vocational training and retraining in mines other than coal mines (Third Meeting, 1975). [4]
14. Conclusions concerning the welfare of workers in mines other than coal mines (Third Meeting, 1975). [4]
16. Resolution concerning multinational enterprises engaged in mining other than coal mining (Third Meeting, 1975). [4]
19. Resolution concerning the publication of the Classification of the conclusions and resolutions adopted by Tripartite Technical Meetings for Mines other than Coal Mines (Third Meeting, 1975). [4]
21. Conclusions concerning workers' health in mines other than coal mines, with special reference to the effects of the working environment and of technological changes (Fourth Meeting, 1984). [5]
23. Resolution concerning employment and social policies (Fourth Meeting, 1984). [5]
24. Resolution concerning the implementation of international labour standards (Fourth Meeting, 1984). [5]
25. Resolution concerning multinational companies (Fourth Meeting, 1984). [5]
26. Resolution concerning working time (Fourth Meeting, 1984). [5]

Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel

(Geneva, 9–17 May 1990)

CONCLUSIONS AND RESOLUTIONS ADOPTED

Conclusions concerning Conditions of Employment and Work of Fire-fighting Personnel¹

The Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel,
Having been convened by the Governing Body of the International Labour Office,
Having met in Geneva from 9 to 16 May 1990;
Adopts, this sixteenth day of May 1990, the following conclusions:

General considerations

1. Fire-fighting personnel and the fire services for which they work play a vital role in protecting life, property and the natural environment. The provision of an efficient fire service for the community as a whole is a major responsibility of governments.
2. The occupation of fire-fighters is particularly arduous and dangerous. This should be recognised in all aspects of their conditions of employment and work and corresponding protection provided.
3. It is important that the entire community enjoy the necessary constant protection against fire and other hazards. The minimum general standards governing the fire service should apply throughout the country and may be enhanced at provincial, state or regional level.
4. Technological developments have led to new hazards, making the role of fire services increasingly important, complex and dangerous. These include the growth of the chemical industry, the spread of nuclear power and the constant increase in passenger and freight transport by air, land and sea. At the same time fire services are being called upon to pay far more attention to the preventive aspects of their work, through the provision of advisory services to households and enterprises and the inspection of premises.
5. In order to perform their wide range of functions in an efficient and effective manner, fire services require modern equipment and highly trained and competent personnel. Good conditions of employment are necessary in order to attract and retain workers of the necessary calibre.
6. Fire services, in common with other public services, have been under pressure in recent years as a result of general economic policy considerations. While everything should be done to ensure that the service is efficiently run, cost cutting should not deprive all or part of the community of the protection which it requires, nor should it in any way place the lives of fire-fighters themselves at greater risk by allowing the service to become overstretched or understaffed. In particular, minimum safe crewing standards should be agreed.

Status of fire-fighters

7. Given the vital role they play in protecting the community, fire services should be organised as public services.
8. In enterprises with special risks, employers should provide additional protection both for their own workers and for the community in the surrounding area by organising fire services trained and equipped to intervene in any incident occurring within the enterprise.

¹ Adopted unanimously.

9. It is preferable that professional fire-fighters should enjoy civilian status, in view of the need for them to be as close as possible to the community they serve. Their status should be similar to that applying to other local authority or civil service staff, as appropriate. This should apply not only to rank-and-file fire-fighters, but also to officers and members of the inspectorate.

10. As the development of new hazards has made sophisticated training essential for fire-fighters, responsibility for fire-fighting and related functions should be entrusted as far as possible to full-time professionals. Where this is not possible, part-time or voluntary fire-fighters must have successfully completed an appropriate training course, passed periodic medical examinations and attained fitness levels to a required standard.

11. Volunteer fire-fighters, while engaged in fire service duties, should have the same protection as similarly situated professional fire-fighters.

Trade union rights

12. The right of workers to establish and join organisations of their own choosing should apply to fire-fighters, in accordance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

13. Fire-fighting personnel should enjoy effective protection against acts of anti-union discrimination in respect of their employment, in accordance with the provisions of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and, where appropriate, of the Labour Relations (Public Service) Convention, 1978 (No. 151).

14. There should be mutually acceptable procedures for the settlement of disputes, such as negotiation, mediation, conciliation and arbitration. This is particularly important where the right of fire-fighters to take strike action is restricted, since they are thus denied one of the essential means of defending their occupational interests.

15. In cases where member States define a minimum emergency service to be maintained in the event of any work stoppage, the scope and extent of such a service should be determined in agreement with fire-fighters' trade union representatives.

Equality of opportunity

16. In accordance with the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation, 1958 (No. 111), member States should pursue policies designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in the fire service, with a view to eliminating any discrimination. Legislation and regulations governing the fire service should not contain distinctions, exclusions or preferences made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin.

17. Physical requirements which may constitute an obstacle to the recruitment of women fire-fighters should be reviewed to ascertain whether they are necessitated by the demands of the job. Appropriate measures should be taken to expand opportunities for women to enter the fire service, subject to the maintenance of soundly based recruitment standards.

Determination of conditions of employment

18. Fire-fighting personnel and their trade union representatives should enjoy the right to participate effectively in all phases of the determination of the employment conditions of fire-fighters through collective bargaining or other appropriate means, in accordance with the provisions of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), and the Collective Bargaining Convention, 1981 (No. 154).

19. Fire-fighters cannot be regarded as "public servants engaged in the administration of the State" and may not be excluded from the terms of Convention No. 98 on this basis.

20. Procedures for the effective participation of trade union representatives of fire-fighters must extend to the determination of any questions affecting their conditions of employment.

Pay and working conditions

21. An adequate pay structure is a fundamental precondition for attracting high calibre recruits and for retaining well-qualified and experienced fire-fighters in the service. Action should be taken by member States to review fire-fighters' pay whenever it would appear to be lower than that of other workers in comparably demanding and dangerous jobs.

22. Overtime compensation should be paid at premium rates or taken as leave, whichever the fire-fighter chooses. Fire-fighters should receive appropriate compensation for the unsocial hours which they are called upon to work. All the hours when fire-fighters are committed to be available for work and may not dispose freely of their own time should also be remunerated.

23. Due emphasis should be placed on the provision of good working conditions, in particular comfortable accommodation, including reasonable sleeping, washing and eating facilities.

Working time

24. As fire services must be ready to respond to emergencies 24 hours a day, special arrangements are required as regards working time and the organisation of work schedules. These arrangements should be made in such a way as to minimise disruption of the social and family life of fire-fighters.

25. It is important that a clear distinction be made between time off for which the employer is not required to make any payment and stand-by hours for which payment should always be made.

26. While it is recognised that overtime will be necessary from time to time, particularly when fire-fighters are engaged in emergency operations at the end of a shift, it should not be used on a regular basis to make up for understaffing.

27. In accordance with the Paid Educational Leave Convention, 1974 (No. 140), member States should promote the granting of paid educational leave to fire-fighters, as to other workers, be it for the purposes of training, of broader studies, or of trade union education.

28. Fire-fighters' trade union representatives should participate fully in the determination of working time and its organisation. Total working hours of fire-fighters should not exceed those of other workers in comparably demanding and dangerous jobs.

Occupational safety and health

29. Fire-fighting is by its nature a hazardous occupation. Every effort must be jointly made by the authorities and the trade unions concerned to ensure the elimination of avoidable risks by the strict application of appropriate safety regulations and procedures and by systematic inspections of fire stations and equipment. General health and safety legislation should be applied and supplemented by the fire services' own standards.

30. Adequate funding must be made available to fire services to enable them to provide the necessary training, equipment and appliances. Economies on such items put the lives of the public and of fire-fighters themselves at risk. Stringent procedures should be laid down to ensure that equipment is properly maintained and that it is up to date with the latest modern technology and used in the appropriate circumstances.

31. Departures from general health and safety legislation are sometimes deemed necessary for effective fire-fighting operations. Any general exception that can be foreseen should be a matter for discussion and agreement with fire-fighters' trade union representatives.

32. All fire-fighters should undergo regular medical examinations and it is desirable that an occupational health service be provided, so that they can get medical advice from professionals familiar with the problems of fire-fighting.

33. Recognition should be given to the effects of stress, both physical and psychological. In particular, counselling and treatment should be available, on a routine and confidential basis, to all fire-fighters who may be affected by post-traumatic stress disorders especially in the period following a major catastrophe.

34. Thorough training must be provided to fire-fighters regarding hazardous substances and procedures for dealing with them and with respect to the maintenance and proper use of protective clothing and equipment.

35. The safety of fire-fighters and of the public may be greatly enhanced by the adoption of a standard incident command system. Particular attention should be paid to the role in such a system of the safety officer.

36. There should be full participation of fire-fighters' trade union representatives in all safety matters, both in policy-making and in the actual implementation of established rules and procedures. Health and safety representatives should have the right to carry out inspections and should enjoy the necessary facilities to perform their functions, in accordance with national conditions and practice.

37. Close attention should be paid to post-incident analysis with a view to preventing the recurrence of similar incidents. Fire service officers and/or experts should be involved at an early stage in the design and inspection of all premises or industrial plants, especially in the nuclear industry, where hazardous substances or processes will be used.

38. In accordance with the Occupational Safety and Health Convention, 1981 (No. 155), fire-fighters who have removed themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health should be protected from undue consequences, in accordance with national conditions and practice.

Pension rights

39. All full-time and part-time professional fire-fighters should be covered by a pension scheme or appropriate benefit/compensation scheme, in accordance with national conditions and practice. Appropriate protection should be provided for volunteers, particularly in the event of work injury or death.

40. In accordance with the Employment Injury Benefits Convention, 1964 (No. 121), any fire-fighter sustaining a total or substantial loss of earning capacity as a result of an employment injury should be eligible for a pension of no less than a prescribed minimum amount, irrespective of the period of service or the contributions paid.

41. In view of the particularly arduous nature of their occupation, it should be considered, in accordance with national conditions and practice, that fire-fighters should be eligible for a full pension at a significantly lower age than most other employees. No fire-fighter engaged in fire-fighting duties should be required to work beyond this age.

42. It should be considered, in accordance with national conditions and practice, that fire-fighters having completed a prescribed number of years' service should have the option of taking early retirement with appropriate pension/retirement benefit entitlement.

43. Mutually agreed procedures should be established to settle disputes about whether an injury or disease is related to the fire-fighter's employment. In the case of an occupational disease, there should be a presumption that such a disease is work related, where the fire-fighter was exposed for at least a specified period and has developed symptoms of the disease within a specified period following termination of the last employment involving exposure, in accordance with the Employment Injury Benefits Recommendation, 1964 (No. 121).

Action to be taken by the International Labour Organisation

44. The ILO should assist member States in carrying out measures to improve the employment and working conditions of fire-fighting personnel. To this end, the Meeting requests that the ILO undertakes, inter alia, the following activities:

- (a) to collect and disseminate information on effective preventive measures concerning the occupational hazards and diseases of fire-fighting and the fire risks of hazardous substances as part of the International Occupational Safety and Health Information Centre (CIS) and to encourage and facilitate the exchange of relevant information among member States;
- (b) when planning future activities related to fire-fighting personnel, to take full account of the needs of developing countries which require advice on the building up of their own fire services, particularly as regards training, personal protective equipment and staffing requirements;

- (c) to review the entry on fire-fighters in the International Standard Classification of Occupations, given the variety of activities involved in their occupation and in the light of the Meeting's discussion on this subject.
- (d) to participate fully in other international meetings which set standards for application throughout member States, for example those of the International Civil Aviation Organisation (ICAO).

Resolution concerning Trade Union Rights of Fire-fighting Personnel¹

The Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel,
Having met in Geneva from 9 to 16 May 1990,

Recognising that the promotion and protection of freedom of association and the right to organise and bargain collectively are among the fundamental aims of the ILO,

Reaffirming that the right to organise and bargain collectively is a basic human right as contained in international labour Conventions which apply to all workers, including professional fire-fighters,

Recalling that the ILO Committee on Freedom of Association has expressed its disapproval of measures which might constitute a threat to peaceful relations and the free exercise of trade union rights and its belief that harmonious labour relations can only be developed if there is a peaceful social climate,

Recalling that the Committee of Experts on the Application of Conventions and Recommendations observed in 1973 that it did not consider that the functions of fire defence personnel were of such a nature as to warrant their exclusion from the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87),

Stressing the importance and the need to strengthen the role the ILO plays in the protection and promotion of trade union rights;

Adopts this sixteenth day of May 1990 the following resolution:

The Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel invites the Governing Body of the International Labour Office to draw the attention of member States to its report and conclusions, and to invite them to ratify the following international labour Conventions, where this has not already been done, and to apply in full the provisions thereof in respect of workers in the professional fire-fighting services:

- (a) the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
- (b) the Right to Organise and Collective Bargaining Convention, 1949 (No. 98);
- (c) the Labour Relations (Public Service) Convention, 1978 (No. 151); and
- (d) the Collective Bargaining Convention, 1981 (No. 154).

Resolution concerning ILO Activities in the Field of Fire-fighting Services¹

The Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel,
Having met in Geneva from 9 to 16 May 1990,

Recognising the importance of these services to the life and protection of the community in all countries and to social and economic development, and the vital role which these services play in the provision of services and protection against fires, accidents and other dangerous hazards to all other forms of activity and industry,

Considering that fire-fighting services should be adapted and expanded to meet the changing requirements in industry, and social and other developments,

Considering that as fire-fighting is one of the most dangerous occupations, questions of safety and health occupy a vital place in the concerns of fire-fighters,

¹ Adopted unanimously.

Recognising that governments and employers who employ workers in fire-fighting services have responsibility for the health and safety and protection of workers including counselling services and should play an active role in the improvement of conditions of employment and work and training in the fire-fighting services,

Recalling that fire-fighting personnel are covered by many international labour Conventions and Recommendations laying down standards concerning such matters as freedom of association and the right to collective bargaining, equal remuneration and opportunities, voluntary conciliation and arbitration, hours of work, annual holidays with pay, paid educational leave, social security and welfare facilities, occupational health and safety protection including safety in the use of chemicals at work and the ILO Code of Practice on Radiation Protection of Workers;

Adopts this sixteenth day of May 1990 the following resolution:

The Joint Meeting on Conditions of Employment and Work of Fire-fighting Personnel invites the Governing Body of the International Labour Office:

- (a) to invite member States to ratify and enforce Conventions on occupational safety and health, especially the Occupational Safety and Health Convention, 1981 (No. 155), and to follow the guidance of the related Recommendation, 1981 (No. 164), and the Employment Injury Benefits Convention, 1964 (No. 121), and further pay particular regard to safety in the use of chemicals at work;
- (b) to request the Director-General, when preparing the next programme and budget, to give consideration to providing sufficient resources:
 - (i) to convene regional or subregional ILO seminars, on as regular a basis as possible, on the specific problems and the situation of fire-fighting services;
 - (ii) to study whether there is a need for any additional ILO codes of practice to be prepared on occupational safety and health in the fire-fighting services, including reference to hazardous materials and nuclear installations, and to take appropriate action;
 - (iii) to ensure cooperation between the ILO and other international organisations, in particular the World Health Organisation, in establishing occupational safety and health programmes and other measures;
 - (iv) to ensure the cooperation of the ILO with the competent international bodies when dealing with radiation and chemical fall-out to the extent that they may affect working conditions and occupational safety and health of the workers in the fire-fighting services;
 - (v) to organise more technical assistance programmes for fire-fighting services in developing countries;
 - (vi) to include the following studies in the ILO's programme of activities for workers in fire-fighting services:
 - the introduction of new technologies including standards of new equipment and protective clothing;
 - occupational safety and health, including the implementation of accident prevention and safety and health measures, and work-related factors that could cause or contribute to the ill health of fire-fighters;
 - equality of remuneration and opportunities regardless of race or sex;
 - comparative studies on training requirements and standards in different countries;
 - a re-examination of the description of fire-fighters' duties and the classification of their responsibilities contained in the International Standard Classification of Occupations;
 - (vii) to convene a follow-up meeting at an appropriate time within at least five years to consider further changes and developments in the fire-fighting services.

Agreement between the Government of the Republic of Côte d'Ivoire and the International Labour Organisation concerning the Organisation's Regional Office for Africa

(Translation)

Whereas Côte d'Ivoire acceded on 8 September 1961 to the Convention on the Privileges and Immunities of the Specialised Agencies and undertook to apply its provisions to the International Labour Organisation on 28 December 1961,

Whereas the Government of the Republic of Côte d'Ivoire and the International Labour Organisation signed an Agreement concerning the establishment of an office of the Organisation at Abidjan on 3 October 1977,

Whereas article 7, paragraph 2, of the said Agreement provides that it may be modified in writing by mutual agreement between the two parties,

Whereas the expansion of the International Labour Organisation's Office at Abidjan and its upgrading to the status of Regional Office for Africa require that the Agreement of 3 October 1977 be replaced by a new Agreement;

The Government of the Republic of Côte d'Ivoire and the International Labour Organisation have agreed as follows:

DEFINITIONS

Article I

For the purpose of this Agreement—

- (a) the word "Government" means the Government of the Republic of Côte d'Ivoire;
- (b) the word "Organisation" means the International Labour Organisation;
- (c) the abbreviation "ILO" means the International Labour Office;
- (d) the word "Office" means the International Labour Organisation's Regional Office for Africa;
- (e) the expression "Office staff" means the Director of the Organisation's Regional Office for Africa (hereinafter "the Director"), the Deputy Director and all ILO administration and technical personnel stationed in Côte d'Ivoire.

SEAT OF THE OFFICE

Article II

1. The Government shall make available to the Organisation premises to serve as the seat of the Office. This seat shall consist of those premises described in the Appendix to this Agreement which are used for the Office's activities, to the exclusion of housing facilities for its staff.

2. The Office shall be responsible for the installation and maintenance of movable property and equipment on its premises under the conditions set out in the Appendix, including the applicable tax arrangements.

3. The Office shall be authorised to affix its emblem on its premises and vehicles.

INVIOABILITY OF THE PREMISES

Article III

1. Except as provided for hereinafter, the Office's premises shall be inviolable. The premises shall remain under the control and authority of the Office. The Government recognises that the Office is empowered to issue such regulations as may be necessary for its official activities on its premises.

2. The Office shall not allow its premises to serve as a refuge for any person wanted for a criminal offence or in respect of whom a warrant, conviction or expulsion order has been issued by the competent authorities of Côte d'Ivoire.

3. The authorities, officials and agents of the Republic of Côte d'Ivoire shall not enter the premises in an official capacity unless at the request or with the authorisation of the Office, signified by the Director or his representative; legal processes, including those concerning the seizure of private property, shall not be served on the premises without the consent of the Director or his representative, or in conditions other than those approved by him.

4. However, in the event of *force majeure*, fire or any other calamity requiring urgent measures of protection, the consent of the Director or his representative shall be considered to have been given.

5. The competent authorities of Côte d'Ivoire shall, to the extent possible, take all necessary measures to protect the Office's premises against any intrusion or damage, to ensure that their tranquillity is not disturbed and to preserve their dignity.

PUBLIC SERVICES

Article IV

1. The Government shall ensure that the Office is supplied with necessary public services on equitable terms. The Office shall bear the cost of these services.

2. In the case of interruption or threatened interruption of any such services, the competent authorities shall consider the Office's need for such services as important as that of the State's public services, and shall therefore take the necessary measures to ensure that the Office's activities are not impaired by such a situation.

COMMUNICATIONS

Article V

To the fullest extent compatible with the provisions of international Conventions, regulations and arrangements to which it is party, the Government shall facilitate the Office's access to postal, telephone, telegraph, radiotelegraph and radio-photoelectric services.

In this context, the Government shall grant the Office treatment not less favourable than that accorded to diplomatic missions in the matter of priorities, rates and taxes on mail, cables, and radio-telegrams and press rates for information to the press and radio.

INVIOABILITY OF COMMUNICATIONS

Article VI

1. The Office's communications shall enjoy protection under the conditions and limitations defined in section 12 of the Convention on the Privileges and Immunities of the Specialised Agencies.

2. This immunity shall extend to publications, photographic film, films, photographs and audio and visual recordings addressed to the Office or sent by it which pertain to its official activities; the same immunity shall extend to materials for exhibitions organised by the Office.

TAX EXEMPTION

Article VII

1. The Office, its assets, income and other property shall be exempt from:

- (a) all direct taxes, it being understood, however, that no claim of exemption will be made from taxes which are, in fact, no more than charges for public utility services;

- (b) customs duties or other taxes and all prohibitions or restrictions on imports and exports in respect of articles imported or exported by the Office for its official use. It is understood, however, that articles imported under such exemption will not be sold in Côte d'Ivoire except under conditions agreed with the Government;
 - (c) customs duties or other taxes and all prohibitions or restrictions on imports and exports in respect of its publications.
- 2.
- (a) in general, the Office does not expect to enjoy exemption from sales and other taxes which form part of the price of movable or immovable property;
 - (b) goods imported under these provisions may not be transferred or loaned in Côte d'Ivoire except under conditions agreed with the Government.

FINANCIAL FACILITIES

Article VIII

1. Without prejudice to the application of the regulations of the West African Monetary Union, in connection with its official activities the Office may freely:
 - (a) acquire currencies and funds in legally constituted banks, hold them, use them, and have accounts in convertible francs, dollars or any other currency. All payments made within the territory of Côte d'Ivoire, other than internal ILO settlement, shall be made in CFA francs;
 - (b) transfer CFA francs within the territory of Côte d'Ivoire and transfer other currencies to or from countries outside the "zone franc".
2. The Office shall enjoy the same exchange facilities as other international organisations represented in Côte d'Ivoire.
3. In the exercise of the rights granted in this article, the Office shall take account of any representation made by the Government to the extent that it considers that it can act on the representation without compromising its interests.

SOCIAL SECURITY

Article IX

1. The Office shall not be required to contribute to any social security scheme in Côte d'Ivoire, and the Government shall not require any member of the Office staff to join such a scheme.
2. In accordance with mutually agreed provisions, the Government shall take the necessary measures to enable any member of the Office staff who is not covered by a social security scheme by the Office, to join a social security scheme in Côte d'Ivoire when the Office so requests.
3. The Office shall take the necessary measures with a view to providing to members of its staff recruited locally who are not covered by its social security scheme a level of protection at least equivalent to that prescribed by the laws and regulations of Côte d'Ivoire.

ENTRY, TRAVEL AND SOJOURN

Article X

1. Subject to the provisions of article XV, the Government shall in no way obstruct the entry into or departure from Côte d'Ivoire, when travelling to or from the Office, of persons exercising official functions at the Office or invited by it.
2. To this effect, the Government undertakes to authorise the following persons and their dependants to enter into Côte d'Ivoire and sojourn in the country throughout the duration of their assignment or missions to the Office:
 - (a) the Director, the Deputy Director and other members of the Office staff;
 - (b) all other persons invited by the Office.

3. The Office shall communicate to the Government, to the extent possible in advance, the names of such persons and their spouses and dependants, as well as all other relevant information concerning them.

4. Without prejudice to the specific immunities to which they may be entitled, the persons referred to in paragraph 2 above shall not, during their assignment or missions, be required by the authorities of Côte d'Ivoire to leave the territory of Côte d'Ivoire unless it is established, in accordance with the provisions of article XIV hereof, that they have abused the privileges to which they are entitled by pursuing an activity unrelated to their official functions or missions.

5. The persons referred to in this article are not exempt from the application of quarantine and public health regulations in force.

IDENTITY CARDS

Article XI

1. The Director shall communicate to the Government every six months a list of the staff of the Office, experts and consultants, and inform it of any changes in this list.

2. Upon notification of their appointment, the Government shall issue to all persons referred to in paragraph 1 a card bearing the photograph of its holder which attests that such person is a member of the Office staff. This card shall be recognised by the competent authorities as an attestation of the person's identity and status as a member of the Office staff.

PRIVILEGES AND IMMUNITIES OF THE OFFICE STAFF

Article XII

1. Without prejudice to the provisions applicable to the Organisation under the Convention on the Privileges and Immunities of the Specialised Agencies, the members of the Office staff shall enjoy the following privileges and immunities in Côte d'Ivoire:

- (a) immunity from legal process, even after the termination of their functions, in respect of all acts, including words spoken or written, performed by them in their official capacity. This immunity shall not apply to proceedings in respect of a violation of motor traffic regulations by an agent of the Office, or for damage caused by a motor vehicle driven by such an agent or a member of his family, it being understood that such violation or damage shall be reported immediately to the Director;
- (b) exemption from any form of taxation in respect of the salaries and emoluments pertaining to their work for the Office;
- (c) exemption from national service obligations and any other compulsory service in Côte d'Ivoire;
- (d) a special residence permit issued by the competent authorities of Côte d'Ivoire, for themselves, their spouses and dependent children;
- (e) exemption from import duty and other levies on their household and personal effects imported within six months after first taking up their functions in Côte d'Ivoire. Articles imported under such exemption may not be sold or transferred except under conditions agreed with the Government;
- (f) the temporary admission every three years of one vehicle per family, imported or purchased, provided that such vehicle is not sold or transferred during this period;
- (g) in the event of international crisis, the same repatriation facilities as members of the diplomatic corps accredited to the Government of Côte d'Ivoire, for themselves, their spouses and dependent children;
- (h) the same exchange facilities as those accorded to officials of comparable rank of diplomatic missions accredited to the Government of Côte d'Ivoire.

2. Throughout the duration of his functions, the Director shall enjoy the privileges and immunities accorded to the heads of diplomatic missions. The other senior members of the Office staff designated from time to time by the Director on the basis of the positions of responsibility which they fill, shall be accorded the privileges granted to diplomatic agents.

Article XIII

Nationals of Côte d'Ivoire and permanent foreign residents of Côte d'Ivoire employed by the Office shall not enjoy the privileges and immunities mentioned in the preceding article, except for immunity from prosecution in connection with acts performed in their strictly official capacity. However, with a view to avoiding double taxation, the salaries, emoluments and indemnities paid to them by the Organisation, being subject to internal taxation, shall not be taxable in Côte d'Ivoire.

GENERAL PROVISIONS

Article XIV

1. The Government shall make every effort to ensure that the Office and its staff enjoy treatment not less favourable than that granted to other intergovernmental, international and regional organisations represented in Côte d'Ivoire.

2. The privileges and immunities provided for in this Agreement are not designed to secure personal advantage for their beneficiaries; they are designed exclusively to ensure that the Office may operate freely in all circumstances, and to safeguard the complete independence of the persons to whom they are granted.

3. Without prejudice to the privileges and immunities granted under this Agreement, the Office and all persons who enjoy these privileges and immunities have the duty to respect the laws and regulations of Côte d'Ivoire. They also have the duty not to interfere in the internal affairs of Côte d'Ivoire.

4. The Director-General has the right and duty to waive this immunity when he considers that it would impede the course of justice and can be waived without prejudice to the interests of the Office.

5. The Director shall take all measures necessary to prevent any abuse of the privileges and immunities granted under this Agreement; to this end, he shall issue such regulations, applicable to the Office staff and others concerned, as may be deemed necessary and appropriate.

6. Should the Government consider that there has been an abuse of a privilege or immunity granted under this Agreement, consultations shall take place, at its request, between the Director and the competent authorities with a view to determining whether such an abuse took place. Should such consultations not produce a result which is satisfactory to the Government and the Director, the matter shall be settled in accordance with the procedure described in article XVI.

Article XV

1. Nothing in this Agreement shall be construed as limiting the right of the Government to take such measures as are necessary to safeguard the security of Côte d'Ivoire.

2. Should the Government find it necessary to apply paragraph 1 of this article, it shall enter into contact with the Director as soon as circumstances permit with a view to determining by mutual agreement the measures required to protect the interests of the Organisation.

3. The provisions of this Agreement are applicable to all persons covered by the Agreement, regardless of whether the Government maintains diplomatic relations with the State of which such persons are nationals, or whether such State grants similar privileges and immunities to the diplomatic officials and nationals of Côte d'Ivoire.

4. Whenever this Agreement imposes obligations on the competent authorities, the Government shall be ultimately responsible for ensuring the fulfilment of such obligations.

INTERPRETATION AND SETTLEMENT OF DISPUTES

Article XVI

1. This Agreement shall be interpreted in the light of its principal objective, which is to enable the Office to carry out its activities fully and efficiently.

2. Any dispute between the Government and the Office concerning the interpretation or application of this Agreement, or of any supplementary arrangement, which is not settled by negotiation shall, unless the parties agree otherwise, be referred for final decision to a tribunal of three arbitrators, one to be named by the Government, one to be named by the Director-General of the International Labour Office, and the third, who shall chair the tribunal, to be chosen by mutual agreement by the other two arbitrators.

3. Should the first two arbitrators fail to agree on the choice of the third within six months following their appointment, the third arbitrator shall be named by the President of the International Court of Justice, unless he is a national of Côte d'Ivoire, in which case the third arbitrator shall be named by the Vice-President.

4. The decisions of the tribunal of arbitrators shall be fully binding and not subject to appeal.

ENTRY INTO FORCE AND REVISION

Article XVII

1. The provisions of this Agreement shall come into force on the signature by both parties of the Appendix concerning the Office premises, referred to in article II above.

2. This Agreement will remain in force while the Office remains established in Abidjan.

3. This Agreement may be revised at the request of either party. To this end, the two parties shall consult concerning the modifications to be made to the provisions of the Agreement.

4. The Organisation and the Government may enter into such additional agreements as may be needed.

In witness whereof the undersigned duly authorised representatives of the Government and the Organisation respectively have, on behalf of both parties, signed the present Agreement in Geneva this twenty-sixth day of June 1989, in two copies.

For the Government of the Republic of
Côte d'Ivoire:

(Signed) Albert VANIE BI TRA,
Minister of Labour.

For the International Labour Organisation:

(Signed) Michel HANSENNE,
Director-General,
International Labour Office

APPENDIX TO THE AGREEMENT BETWEEN THE GOVERNMENT OF THE REPUBLIC OF CÔTE D'IVOIRE AND THE INTERNATIONAL LABOUR ORGANISATION CONCERNING THE ORGANISATION'S REGIONAL OFFICE FOR AFRICA

Referring to the Agreement signed between the Government of Côte d'Ivoire and the ILO on 26 June 1989 in Geneva,

Referring in particular to Article II of the said Agreement, according to which the premises which are to serve as the seat of the ILO's Regional Office for Africa shall be made available by the Government of Côte d'Ivoire, it being understood that the identification of these premises as well as the arrangements for their installation and maintenance, including the applicable tax arrangements, are to be the subject of a separate Appendix,

Considering that in the meantime the Government of Côte d'Ivoire has undertaken, by a Protocol signed on 29 September 1989, to convey to the ILO, gratuitously, unconditionally and irrevocably the land covered by the Bingerville land deed number 1766 and the building thereon, known as the "Modeste" building, situated in the Boulevard Pelieu in Abidjan (Commune du Plateau), to serve as the seat of the ILO's Regional Office for Africa,

Considering that this gift was accepted with gratitude by the International Labour Conference at its 77th Session on 12 June 1990, and that the title to this property was formally conveyed to the ILO on 6 July 1990,

The two parties have agreed on the following provisions, which constitute the Appendix referred to in the Agreement, in Article II and elsewhere.

Article I

The seat and premises of the Regional Office shall be established on the land and in the building listed under number 1766 in the Bingerville Land Registry, the title to which was conveyed to the International Labour Organisation gratuitously, unconditionally and irrevocably on 6 July 1990, and which are the subject of the abstract initialled by the two parties, attached to this Appendix.

Article II

The ILO will undertake at its own expense such renovation, transformation and modification of this building as it considers appropriate, in order to adapt it to the purposes it is to serve.

Article III

The materials, equipment and services needed for the renovation of the building as well as for such subsequent transformations as should become desirable will be exempt in advance from all direct and indirect taxes, customs duties or other dues and from all import prohibitions or restrictions, subject only to the restriction that equipment and materials imported under the above conditions may only be placed on the market in Côte d'Ivoire on conditions agreed in advance by the competent authorities of Côte d'Ivoire.

Article IV

Since the Agreement is to come into force on the date of the signature of this Appendix, each of the two parties will immediately notify the other by letter that this condition has been satisfied.

Done at Abidjan on 2 August 1990 in two original copies in the French Language

For the Government of the Republic of Côte d'Ivoire For the International Labour Organisation:

(Signed) Simeon AKE
Minister of Foreign Affairs

(Signed) Faisal ABDEL-RAHMAN
Assistant Director-General for Africa of the ILO

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INTERNATIONAL LABOUR OFFICE

OFFICIAL BULLETIN

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OFFICIAL BULLETIN

Vol. LXXIV

1991

Series A, No. 2

INFORMATION

78th Session of the International Labour Conference¹

(Geneva, 5-25 June 1991)

The 78th Session of the International Labour Conference was held from Wednesday, 5 June, to Tuesday, 25 June 1991, under the presidency of Mr. Cosmas Batubara, Minister of Manpower of Indonesia.

The agenda of the session was as follows:

Standing items

- I. Reports of the Governing Body and of the Director-General.
- II. Programme and budget proposals and other financial questions.
- III. Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda by the Conference or the Governing Body

- IV. Working conditions in hotels, restaurants and similar establishments (*second discussion*).
- V. Protection of workers' claims in the event of the insolvency of their employer (*first discussion*).
- VI. Application of modern agricultural technology (*general discussion*).
- VII. Revision of the Declaration concerning Action against Apartheid in South Africa and Namibia for the purpose of deleting therefrom all references to Namibia.

¹ The texts of the instruments, resolutions and other decisions adopted by the Conference appear on pp. 59-96 below. More detailed information on the proceedings of the Conference, including the names of participants, the verbatim record of plenary sittings, committee reports, etc., is to be found in the *Record of Proceedings* of the 78th Session, which consists of the 27 issues of the *Provisional Record* and the list of delegations published in the course of the session, and a complementary part published after its close and containing, inter alia, the table of contents, a list of corrigenda and an index of speakers in plenary sitting.

The Conference also had before it a Special Report submitted by the Director-General in application of operative paragraph 5(a) of the Declaration concerning Action against Apartheid in South Africa and Namibia adopted by the Conference in 1988, as well as a report on the subject by the Governing Body Committee on Discrimination, submitted in pursuance of operative paragraph 5(b) of the Declaration.

Membership of the International Labour Organisation

REPUBLIC OF ALBANIA

On 22 May 1991 the Director-General of the International Labour Office received a communication dated 18 May 1991 from the Government of the Republic of Albania, under cover of a *Note Verbale*, formally notifying its acceptance of the obligations of the Constitution of the International Labour Organisation in accordance with article 1, paragraphs 3 and 6, of the Constitution.

The Republic of Albania, which is a Member of the United Nations, accordingly resumed membership of the International Organisation on 22 May 1991 by virtue of article 1, paragraphs 3 and 6, of the Constitution of the Organisation.

Composition of the Governing Body of the International Labour Office for the Period 1991-93

The Employers' electoral college met on 20 June 1991, in accordance with article 54, paragraph 5, of the Standing Orders of the Conference, for the purpose of electing two Employer deputy members and four Employer substitute members of the Governing Body for the period 1991-93.

Two vacancies had occurred since the elections in 1990 in the list of deputy members for the African region: Mr. Lounis Khodja (*Algeria*) had died and Mr. Cheik Seck (*Senegal*) had resigned. The following substitute members were elected to replace them: Mr. Ould Sidi Mohamed Ali (*Mauritania*), in replacement of Mr. Lounis Khodja, and Mr. Osmane Touré (*Mali*), in replacement of Mr. Cheik Seck. To fill the two substitute seats thus vacated, the following persons were elected: Mr. P. I. Beye (*Senegal*), in replacement of Mr. Touré, and Mr. Araqi Hussaini (*Morocco*), in replacement of Mr. Ould Sidi Mohamed Ali.

In the Asian region Mr. B. K. Choudhary (*Nepal*) was elected as substitute member and Mr. Tan Pen Boo (*Singapore*) was elected as a substitute member to replace Mr. Harjono (*Indonesia*) who had resigned.

All the above elections were unanimous.

At its meeting on 20 June 1991 the Workers' delegates of the International Labour Conference unanimously endorsed the decision previously taken by the Workers' group of the Governing Body that Mr. T. Wojcik (*Poland*), member of the Presidium of the National Commission and Chairman of "Dolny Slask" Region of NSZZ Solidarnosc, should replace Mr. Kaczynski as Worker deputy member of the Governing Body and serve on the same Committees; and Ms. S. Carr (*Canada*), President of the Canadian Labour Congress, should replace Mr. Mercier as a Worker member of the Governing Body and serve on the same Committees.

Official Measures Taken regarding Decisions of the International Labour Conference¹

Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986²

Ratifications and acceptance

In accordance with Article 3 of the Instrument for the amendment of the Constitution of the International Labour Organisation, 1986, the following ratifications and acceptance have been communicated to the Director-General of the International Labour Office:

State	Measure	Date received
Ethiopia	Ratification	29 January 1991
Luxembourg	Ratification	3 May 1991
Mauritius	Ratification	18 June 1991
Mongolia	Acceptance	12 March 1991
Thailand	Ratification	31 May 1991

The total number of ratifications and acceptances has thus risen to 80, including three by States of chief industrial importance.

¹ Period covered: 1 January 1991 to 30 June 1991.

² For the text of this Instrument, see *Official Bulletin*, 1986, Series A, No. 2, p. 60.

Ratifications and Denunciation of International Labour Conventions

Notice is hereby given that the Director-General of the International Labour Office has registered the below-mentioned ratifications and denunciation of international labour Conventions. In pursuance of article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications and denunciation have been communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office on the legal status of the State having communicated such information (including the communication of a ratification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

State	Convention	Date of registration of ratification/denunciation	Date on which ratification/denunciation will take effect
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I. Ratifications

Belgium	Labour Relations (Public Service) Convention, 1978 (No. 151)	21 May 1991	21 May 1992
Brazil	Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	17 January 1991	17 January 1992
Ethiopia	Weekly Rest (Industry) Convention, 1921 (No. 14)	28 January 1991	28 January 1991
	Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)	30 April 1991	30 April 1992
	<i>Acceptance of the provisions of Part II has been specified pursuant to Article 2, paragraph 1, of the Convention.</i>		
	Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	28 January 1991	28 January 1992
	Occupational Safety and Health Convention, 1981 (No. 155)	„	„
	Workers with Family Responsibilities Convention, 1981 (No. 156)	„	„
	Termination of Employment Convention, 1982 (No. 158)	„	„
	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	„	„
Germany	Labour Statistics Convention, 1985 (No. 160)	25 April 1991	25 April 1992
	<i>Acceptance of all the articles of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>		

Iceland	Occupational Cancer Convention, 1974 (No. 139)	21 June 1991	21 June 1992
	Occupational Safety and Health Convention, 1981 (No. 155)	„	„
India	Benzene Convention, 1971 (No. 136)	11 June 1991	11 June 1992
Luxembourg	Officers' Competency Certificates Convention, 1936 (No. 53)	15 February 1991	15 February 1992
	Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55)	„	„
	Sickness Insurance (Sea) Convention, 1936 (No. 56)	„	„
	Food and Catering (Ships' Crews) Convention, 1946 (No. 68)	„	15 August 1991
	Certification of Ships' Cooks Convention, 1946 (No. 69)	„	„
	Medical Examination (Seafarers) Convention, 1946 (No. 73)	„	„
	Certification of Able Seamen Convention, 1946 (No. 74)	„	15 February 1992
	Accommodation of Crews Convention (Revised), 1949 (No. 92)	15 February 1991	15 August 1991
	Seafarers' Identity Documents Convention, 1958 (No. 108)	„	15 February 1992
	Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	„	„
Mexico	Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	„	„
	Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)	1 March 1991	1 March 1992
	<i>Acceptance of the provisions of Part III has been specified pursuant to Article 2, paragraph 1, of the Convention.</i>		
Netherlands	Occupational Safety and Health Convention, 1981 (No. 155)	22 May 1991	22 May 1992
Norway	Safety and Health in Construction Convention, 1988 (No. 167)	24 June 1991	24 June 1992
Paraguay	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	2 May 1991	2 May 1992
Philippines	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	10 June 1991	10 June 1992
Poland	Labour Statistics Convention, 1985 (No. 160)	24 April 1991	24 April 1992
	<i>Acceptance of Articles 7, 8 and 12-15 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>		

State	Convention	Date of registration of ratification/denunciation	Date on which ratification/denunciation will take effect
Rwanda	Holidays with Pay Convention (Revised), 1970 (No. 132) <i>Length of holiday specified: 18 working days. Has accepted the provisions of Article 15, paragraph 1 (a).</i>	13 May 1991	13 May 1992
USSR	Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)	7 May 1991	7 May 1992

II. Denunciation

Malta	Night Work (Women) Convention, 1919 (No. 4) ¹	11 February 1991	11 February 1992
	Night Work (Women) Convention (Revised), 1948 (No. 89) ¹	27 February 1991	27 February 1992

¹The text of the communication concerning the denunciation by Malta of these Conventions reads as follows:

"The reasons for the Government's decision principally stem from difficulties of a legal, economic and social nature, resulting from the prohibition of the employment of women on night work. The legality of prohibiting women who opt to work at night from doing so is likely to be contested in the Courts on grounds of discrimination for reasons of sex. Other difficulties arise in the advanced technology sector of industry where the high capital investment necessitates work on a 24-hour basis. Foreign companies in this sector which are interested in setting up business in Malta see the prohibition as a serious hindrance to their consideration of Malta compared with other locations. The Government feels that, at this stage of Malta's development, because of economic and

social considerations, it can no longer justify the enforcement of total prohibition of women in night work. Furthermore, the Government considers that it is at risk of being found at fault with regard to discrimination on grounds of sex contrary to the principle established in article 15 of the Constitution of Malta which obliges the State to ensure 'that women workers enjoy equal rights and the same wages for the same work as males', as well as article 46 of the Constitution which guarantees protection of the citizens from discrimination 'by any person acting by virtue of any written law' and also other international obligations, including Convention No. 111 of the ILO. Before taking its decision, the Government consulted the most representative organisations of employers and workers on the problems encountered and the measures needed to resolve them."

DOCUMENTS¹

Convention, Recommendation, Resolutions and Additional Texts and Decisions Adopted by the International Labour Conference at Its 78th Session

(Geneva, 1991)

CONVENTION

Convention 172

Convention concerning Working Conditions in Hotels, Restaurants and Similar Establishments²

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 78th Session on 5 June 1991, and

Recalling that international labour Conventions and Recommendations laying down standards of general application concerning working conditions are applicable to workers in hotels, restaurants and similar establishments, and

Noting that the particular conditions characterizing work in hotels, restaurants and similar establishments make it desirable to improve the application of these Conventions and Recommendations in these categories of establishments and to supplement them by specific standards designed to enable the workers concerned to enjoy a status corresponding to their role in these rapidly expanding categories of establishments and to attract new workers to them, by improving working conditions, training and career prospects, and

Noting that collective bargaining is an effective means of determining conditions of work in this sector, and

Considering that the adoption of a Convention together with collective bargaining will enhance working conditions, career prospects and job security, to the benefit of the workers, and

Having decided upon the adoption of certain proposals with regard to working conditions in hotels, restaurants and similar establishments, which is the fourth item on the agenda of the session, and

¹ This section contains the decisions of the Conference, without details of the circumstances of their adoption except where they were the result of a formal vote. The comments or reservations by delegates or groups, subject to which the decisions were taken, will be found in detail in the *Record of Proceedings* of the 78th Session of the Conference.

² Adopted on 25 June 1991 by 262 votes in favour, none against, with 133 abstentions.

Having determined that these proposals shall take the form of an international Convention;
adopts this twenty-fifth day of June of the year thousand nine hundred and ninety-one the following Convention, which may be cited as the Working Conditions (Hotels and Restaurants) Convention, 1991:

Article 1

1. Subject to the provisions of Article 2, paragraph 1, this Convention applies to workers employed within:

- (a) hotels and similar establishments providing lodging;
- (b) restaurants and similar establishments providing food, beverages or both.

2. The definition of the categories referred to in subparagraphs (a) and (b) above shall be determined by each Member in the light of national conditions and after consulting the employers' and workers' organisations concerned. Each Member which ratifies the Convention may, after consulting the employers' and workers' organisations concerned, exclude from its application certain types of establishments which fall within the definition mentioned above, but where nevertheless special problems of a substantial nature arise.

3. (a) Each Member which ratifies this Convention may, after consulting the employers' and workers' organisations concerned, extend its application to other related establishments providing tourism services which shall be specified in a declaration appended to its ratification.

(b) Each Member which has ratified this Convention may, after consulting the employers' and workers' organisations concerned, further subsequently notify the Director-General of the International Labour Office, by a declaration, that it extends the application of the Convention to further categories of related establishments providing tourism services.

4. Each Member which ratifies this Convention shall list in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation any type of establishment which may have been excluded in pursuance of paragraph 2 above, giving the reasons for such exclusion, stating the respective positions of the employers' and workers' organisations concerned with regard to such exclusion, and shall state in subsequent reports the position of its law and practice in respect of the establishments excluded, and the extent to which effect has been given or is proposed to be given to the Convention in respect of such establishments.

Article 2

1. For the purpose of this Convention, the term "the workers concerned" means workers employed within establishments to which the Convention applies pursuant to the provisions of Article 1, irrespective of the nature and duration of their employment relationship. However, each Member may, in the light of national law, conditions and practice and after consulting the employers' and workers' organisations concerned, exclude certain particular categories of workers from the application of all or some of the provisions of this Convention.

2. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, any categories of workers which may have

been excluded in pursuance of paragraph 1 above, giving the reasons for such exclusion, and shall indicate in subsequent reports any progress towards wider application.

Article 3

1. Each Member shall, with due respect to the autonomy of the employers' and workers' organisations concerned, adopt and apply, in a manner appropriate to national law, conditions and practice, a policy designed to improve the working conditions of the workers concerned.

2. The general objective of such a policy shall be to ensure that the workers concerned are not excluded from the scope of any minimum standards adopted at the national level for workers in general, including those relating to social security entitlements.

Article 4

1. Unless otherwise determined by national law or practice, the term "hours of work" means the time during which a worker is at the disposal of the employer.

2. The workers concerned shall be entitled to reasonable normal hours of work and overtime provisions in accordance with national law and practice.

3. The workers concerned shall be provided with reasonable minimum daily and weekly rest periods, in accordance with national law and practice.

4. The workers concerned shall, where possible, have sufficient advance notice of working schedules to enable them to organise their personal and family life accordingly.

Article 5

1. If workers are required to work on public holiday, they shall be appropriately compensated in time or remuneration, as determined by collective bargaining or in accordance with national law or practice.

2. The workers concerned shall be entitled to annual leave with pay of a length to be determined by collective bargaining or in accordance with national law or practice.

3. In cases where their contract expires or their period of continuous service is not of sufficient duration to qualify them for full annual leave, the workers concerned shall be entitled to paid leave proportionate to the length of service or payment of wages in lieu, as determined by collective bargaining or in accordance with national law or practice.

Article 6

1. The term "tip" means an amount of money given voluntarily to the worker by a customer, in addition to the amount which the customer has to pay for the services received.

2. Regardless of tips, the workers concerned shall receive a basic remuneration that is paid at regular intervals.

Article 7

Where such a practice exists, the sale and purchase of employment in establishments referred to in Article 1 shall be prohibited.

Article 8

1. The provisions of this Convention may be applied by or through national laws or regulations, collective agreements, arbitration awards or judicial decisions, or in any other appropriate manner consistent with national practice.

2. For the Members where the provisions of this Convention are matters normally left to agreements between employers or employers' organisations and workers' organisations, or are normally carried out otherwise than by law, compliance with those provisions shall be treated as effective if they are applied through such agreements or other means to the great majority of the workers concerned.

Article 9

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 10

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 11

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 12

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 13

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 14

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 15

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides –

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 11 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 16

The English and French versions of the text of this Convention are equally authoritative.

IN FAITH WHEREOF we have appended our signatures this twenty-sixth day of June 1991.

The President of the Conference,

COSMAS BATUBARA

The Director-General of the International Labour Office,

MICHEL HANSENNE

RECOMMENDATION

Recommendation 179

Recommendation concerning Working Conditions in Hotels, Restaurants and Similar Establishments¹

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 78th Session on 5 June 1991, and
Having decided upon the adoption of certain proposals with regard to working conditions in hotels, restaurants and similar establishments, which is the fourth item on the agenda of the session, and
Having determined, following adoption of the Working Conditions (Hotels and Restaurants) Convention, 1991, that these proposals shall take the form of a supplementary Recommendation;

adopts this twenty-fifth day of June of the year one thousand nine hundred and ninety-one the following Recommendation, which may be cited as the Working Conditions (Hotels and Restaurants) Recommendation, 1991:

I. GENERAL PROVISIONS

1. This Recommendation applies to workers, as defined in paragraph 3, employed within:

- (a) hotels and similar establishments providing lodging;
- (b) restaurants and similar establishments providing food, beverages or both.

2. Members may, after consulting the employers' and workers' organisations concerned, extend the application of this Recommendation to other related establishments providing tourism services.

3. For the purpose of this Recommendation the term "the workers concerned" means workers employed within establishments to which this Recommendation applies pursuant to the provisions of paragraphs 1 and 2, irrespective of the nature and duration of their employment relationship.

4. (1) This Recommendation may be applied by or through national laws or regulations, collective agreements, arbitration awards or judicial decisions, or in any other appropriate manner consistent with national practice.

(2) Members should:

- (a) provide for the effective supervision of the application of measures taken in pursuance of this Recommendation through an inspection service or other appropriate means;
- (b) encourage the employers' and workers' organisations concerned to play an active part in promoting the application of the provisions of this Recommendation.

5. The general objective of this Recommendation is, with due respect to the autonomy of the employers' and workers' organisations concerned, to improve the working conditions of the workers concerned in order to bring them closer to those prevailing in other sectors of the economy.

¹ Adopted on 25 June 1991 by 272 votes in favour, none against, with 116 abstentions.

II. HOURS OF WORK AND REST PERIODS

6. Unless otherwise determined by the methods referred to in paragraph 4(1), the term "hours of work" means the time during which a worker is at the disposal of the employer.

7. (1) The implementation of measures fixing normal hours of work and regulating overtime should be the subject of consultations between the employer and the workers concerned or their representatives.

(2) The term "workers' representatives" means persons who are recognised as such by national law or practice, in accordance with the Workers' Representatives Convention, 1971.

(3) Overtime work should be compensated by time off with pay, by a higher rate or rates of remuneration for the overtime worked, or by a higher rate of remuneration, as determined in accordance with national law and practice and after consultations between the employer and the workers concerned or their representatives.

(4) Measures should be taken to ensure that working hours and overtime work are properly calculated and recorded and that each worker has access to his or her record.

8. Wherever practicable, split shifts should be progressively eliminated, preferably through collective bargaining.

9. The number and length of meal breaks should be determined in the light of the customs and traditions of each country or area and according to whether the meal is taken in the establishment itself or elsewhere.

10. (1) The workers concerned should, as far as possible, be entitled to a weekly rest of not less than 36 hours which, wherever practicable, should be an uninterrupted period.

(2) The workers concerned should be entitled to an average daily rest period of ten consecutive hours.

11. Where the length of paid annual holiday for the workers concerned is less than four weeks for one year of service, steps should be taken, through collective bargaining or other means consistent with national practice, to bring it progressively to that level.

III. TRAINING

12. (1) Each Member should, in consultation with the employers' and workers' organisations concerned, establish, or where appropriate assist employers' and workers' organisations and other institutions in the establishment of, policies and programmes of vocational education and training and of management development for the different occupations in hotels, restaurants and similar establishments.

(2) The principal objective of training programmes should be to improve skills and the quality of job performance and enhance the career prospects of the participants.

IN FAITH WHEREOF we have appended our signatures this twenty-sixth day of June 1991.

The President of the Conference,

COSMAS BATUBARA

The Director-General of the International Labour Office,

MICHEL HANSENNE

RESOLUTIONS

I

Resolution concerning the minimum timetable for the Eleventh Asian Regional Conference of the ILO¹

The General Conference of the International Labour Organisation,
Recalling that under the Programme and budget for 1991 provision is made for the Eleventh Asian Regional Conference to last seven calendar days,

Noting that this is three days shorter than the Tenth Asian Regional Conference,

Considering that examination of the agenda of the Eleventh Asian Regional Conference as determined by the Governing Body could not be completed within that time if the procedure laid down in the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation were followed in full,

Considering further that it would be desirable to implement a simplified procedure on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Authorises the Eleventh Asian Regional Conference, by way of derogation from the applicable Rules:

- (a) to consider the business carried out at preliminary group meetings on the afternoon 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 to 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;

¹ Adopted on 6 June 1991.

- (d) to authorise any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report directly to the plenary of the Conference instead of through the committee;
- (e) to suspend the requirement that no resolution may be discussed until 24 hours have elapsed since the circulation of the report of the Resolutions Committee thereon.

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Protection of workers’ claims in the event of the insolvency of their employer”¹

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning the protection of workers’ claims in the event of the insolvency of their employer;

Decides that an item entitled “Protection of workers’ claims in the event of the insolvency of their employer” 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 application of modern agricultural technology²

The General Conference of the International Labour Organisation,

Having taken note of Report VI on the application of modern agricultural technology:

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;
 - (b) to take the Conclusions into account in the preparation of the Programme and Budget proposals for 1994-95 and subsequent biennia, and of future Medium-Term Plans of the Organisation.

Conclusions concerning the application of modern agricultural technology

INTRODUCTION

1. Technological innovations in agriculture have led to increases in food production and agricultural productivity, above all in the developed countries, and to a lesser but nevertheless significant extent in some developing countries.

¹ Adopted on 24 June 1991.

² Adopted on 25 June 1991.

Humanity has entered the last decade of the twentieth century with no clear prospect of resolving the immense challenge of ensuring that all people get enough to eat. Agricultural modernisation, involving the increasing mechanisation of agriculture and the wider use of high-yielding seed varieties combined with agrochemicals and improved irrigation commonly referred to as the Green Revolution, has already transformed agricultural production in most regions of the world. Many developed countries have been able to generate food surpluses by agricultural modernisation, along with an appropriate institutional and physical infrastructure supported by incentives from government policy to agricultural producers. However, many regions, in particular in developing countries, in remote mountainous, arid and resource-poor areas, are virtually left outside the mainstream of agricultural development.

2. If the achievements of the Green Revolution have already been significant, the evolving biotechnological revolution holds out yet greater potential for poverty alleviation and control of malnutrition. In agriculture, biotechnology research and development is still at an early stage. Yet there are indications that biotechnology offers the prospect of developing and disseminating seed varieties which could resist disease and drought, and survive and prosper with very limited application of water and those pesticides and other chemical inputs which, environmental and workers' safety considerations apart, have so far placed the benefits of the Green Revolution technology beyond the reach of so many world's poor. Some evidence suggests, however, that increased biotechnology research should be directed towards the needs of developing countries, and in particular to the needs of the least developed countries. Increased attention should be given to the adequacy of public and private funding at international and national levels for research, development and extension efforts in these areas. In addition, proposals being advanced for the patenting of live forms and genetic materials may raise ethical and economic questions of concern to all countries. There may be a need for international dialogue over these issues.

3. A major challenge for the 1990s, and beyond, is to adapt and apply these rapidly evolving and potentially beneficial modern technologies to enable the feeding of an ever-increasing world population. Modern technologies could indeed reduce the agricultural productivity gap between the developed and developing countries. Agricultural modernisation can simultaneously contribute to growth and poverty alleviation if the increased productivity is accompanied by widespread gains in purchasing power and improved access to technology by farmers. Thus an expansion in those areas benefiting from selective mechanisation, high-yielding seed varieties and timely introduction of biotechnologies could make a major contribution to increased food production, food security and sustainable agriculture. A number of developing countries have to achieve increases in food production in order to ensure food availability for future generations and for this they will need to put in major efforts to improve their agricultural research and technology transfer systems, and to integrate properly biotechnology into many of their established programmes. It should also be recalled that if the introduction of modern agricultural technologies offers new production possibilities, it brings at the same time new responsibilities for the different actors in the agricultural sector. It is therefore natural that the agricultural policy framework has to evolve in the course of agricultural modernisation in order to ensure the harmonious development of this sector.

4. Agricultural modernisation can contribute to economic growth. Nevertheless it is necessary to ensure that the gains of modernisation are not at the expense of

conservation of the natural resource base. The problem of maintaining genetic diversity, and of promoting access to the world's genetic resources, is an important issue for consideration.

5. Furthermore, it is essential that the possible negative impact of the use of modern agricultural technologies on employment and workers' health, safety and environment are avoided or minimised. Also special consideration needs to be given to rural women and young workers, who are more vulnerable to the negative effects of technological change in agriculture.

INTERNATIONAL ACTION

6. International action and collaboration assume special significance in the generation and international transfer of modern agricultural technologies. The role of international centres under the auspices of the Consultative Group on International Agricultural Research (CGIAR), with the help of national supporting institutions, which made a vital contribution in bringing about the Green Revolution, should be supported. The developed countries may also share technological information (e.g. on the risks and health hazards associated with new technologies) with developing countries and encourage access to gene banks. Developing countries should have research centres equipped with the necessary research material and adequate logistical support. Moreover, North-South cooperation in research could expand opportunities for scientists in the industrialised countries to work on Third World problems. This could, in the long term, contribute to poverty alleviation in developing countries. Measures and policies need to be identified to help developing countries overcome the legal and financial obstacles to the utilisation of socially beneficial technologies generated by the private and public sectors in the industrialised countries.

7. Based on the mandates of individual United Nations organisations, a multidisciplinary and intersectoral approach could more comprehensively deal with the complex issues concerning the modernisation of agriculture. Increased publicly funded research as well as cooperation between the public and private sectors is essential for modern technology developments. In addition, direct collaboration among the private and public sectors of developed and developing countries is critical for achieving modern technology breakthroughs and sharing technological know-how.

NATIONAL ACTION

8. In discussing national action, it is important to distinguish between the different needs and priorities facing developed and developing countries. Some developed countries are now beset by problems of excess supply of agricultural products. Thanks in particular to action undertaken by public authorities, farmers have had access to modern agricultural technology which has led them today to produce far higher quantities of food than can be consumed domestically. Some governments have felt the need to introduce various policies to limit the supply of agricultural products. In addition, in some cases governments of developed countries engage in export subsidy programmes for disposal of surplus production to the detriment of developing and non-subsidised developed exporting countries. In the meantime, many groups have expressed concern at the damaging side-effects of modern agricultural production methods, in particular of extensive pesticide use,

on health and the environment. Excessive use of chemicals can lead to land degradation and water contamination. Further concerns are expressed at the social implications of high-cost modern agriculture, if small farmers are squeezed out and the agricultural land becomes increasingly concentrated in the hands of large farmers and agribusiness companies. Extra care should be taken to see that the introduction of modern technology in agriculture does not affect the sustainability of the environment and does not adversely affect the small farming community.

9. National agricultural research systems should be strengthened so as to:

- (a) improve priority setting in research with more effective links to national food security and development strategies;
- (b) strengthen research coordination between the national institutions;
- (c) develop integrated systems linking research, technology transfer, training, extension and on-farm application.

10. In developing countries, modern agricultural technology could raise agricultural production and productivity and it need not automatically displace labour. Where it does, the introduction of protection for the affected workers should be considered. Where the distribution of land and other resources is highly unequal, and where a large percentage of the rural population consists of tenant farmers and wage workers, the benefits of agricultural modernisation need to be extended to these categories of the rural population. Furthermore, provision should also be made to ensure worker safety against health hazards, e.g. disease and accidents.

11. The issues of agricultural modernisation in the developed and developing countries are of course interlinked. On the basis of the technologies now available to them, some developed countries have the capacity to generate agricultural surpluses. New technologies such as biotechnologies may lead to the production of substitutes for some of the agricultural commodities now imported from the developing world. The developed country policies and food surpluses may influence patterns of agricultural production in the developing countries, through concessionary aid programmes, or through the subsidised sale of food, agricultural machinery, seed, fertilisers, pesticides and other inputs or techniques of production. And the agricultural potential and priorities of the developing countries will be influenced by debt burden, world prices and available markets for their traditional export products.

Developed countries

12. In most developed countries, issues of current concern are the health and environmental effects of improper pesticide use, the potential effects of biotechnological developments and overall dietary concerns. In this connection, the Chemicals Convention, 1990 (No. 177), should be ratified by member States and the Chemical Recommendation (No. 177), should be implemented in the agricultural sector. Mechanisation and its impact on agricultural employment, hygiene and safety at work continues to be an issue of concern. Agricultural machinery is the cause of many occupational accidents in this sector which makes it the one with the highest rate of accidents after the mining sector, and in this context the ratification of the Guarding of Machinery Convention, 1963 (No. 119), should be encouraged. In most developed countries, extensive mechanisation of agriculture has already taken place, often in response to labour shortages for agricultural work, often with disregard to the possible adverse environmental implications.

13. In many industrialised countries regulations have now been adopted concerning the introduction of biotechnological applications. This may lead

biotechnology companies to relocate their research and field experiments to developing countries, the consequences of which need to be monitored. In developing new biotechnology products, industrialised countries must be made aware of the possibility of their substituting the traditional agricultural exports of developing countries.

Developing countries

14. Most developing countries are faced with the challenge of significantly increasing their agricultural productivity, while at the same time aiming at high levels of rural employment. With the rapid increase of both population and the labour force, it is unlikely that agriculture alone will be able to absorb the rapidly growing labour force. Since agricultural modernisation is an important component of the modernisation of the entire economy, the effects of the application of modern agricultural technologies, both positive and negative, need to be assessed in terms of dynamic linkages between agriculture and the rest of the economy. Under these conditions, growth linkages between the agricultural sector and successful rural enterprise creation become essential. In addition, some action should be taken to help those who are adversely affected, to ensure adequate safety and health of the population engaged in agriculture, and to minimise environmental damage.

15. With appropriate policies and programmes, small as well as large farmers should be able to benefit from the adoption of the *Green Revolution technology*, including high-yielding seed varieties, chemical fertilisers, herbicides, pesticides and irrigation. One of the challenges is to extend the benefits of the Green Revolution to farmers and regions so far neglected, such as Africa, while at the same time preventing and controlling health hazards that can be associated with chemical products, and particularly with pesticides. In applying and disseminating the Green Revolution technology, the following elements should be given due consideration:

- (a) The successful application of the Green Revolution technology requires certain basic infrastructure including transport. Investment in irrigation and drainage will play an essential role in enabling multiple cropping. Means should be found to carry out infrastructural works of this kind.
- (b) Employers' and workers' organisations should be fully involved in educational and training programmes, to develop appropriate safeguards, preventive measures and information concerning the health and environmental risks associated with the use of pesticides. In this context, ratification of the Chemicals Convention, 1990 (No. 170), and action on the Chemicals Recommendation (No. 177) deserve priority.
- (c) Cooperative societies and other rural workers' organisations have an important role to play in devising participatory methods for training, extension services and research to improve dissemination of the Green Revolution technology among small farmers. This would be facilitated by the ratification and implementation of the Rural Workers' Organisations Convention, 1975 (No. 141).
- (d) While the Green Revolution technology can increase productive employment for small farmers, it can also generate significant non-farm employment, through, for example, small-scale engineering services associated with irrigation, water management and post-harvest activities. Governments should endeavour to develop local capacities in this area.
- (e) Programmes and policies should be adopted so that the Green Revolution technology is available to small and tenant farmers as well as large farmers, and, where necessary, steps should be taken to address consideration of land tenure issues.

- (f) Attention needs to be paid to the greater use of the indigenous knowledge of farmers in the adoption of the Green Revolution technology; wherever appropriate, consideration should be given to the representation of farmers on boards of research stations to ensure linkages between producers and users of research.

16. *Agricultural mechanisation* may increase productivity. At the same time it could increase rural employment when it facilitates multiple cropping or expansion of the area under cultivation. Appropriate mechanisation of agricultural operations may increase the demand for hired labour. In some circumstances, mechanisation may reduce overall use (e.g. mechanisation in the plantation sector) but it may provide more permanency of employment. In devising and implementing policies for agricultural mechanisation, governments, in consultation with the employers' and workers' organisations, should:

- (a) evaluate the direct and indirect consequences of different levels of mechanisation on employment before mechanisation strategies are formulated;
- (b) formulate active labour policies to facilitate redeployment, provide retraining and social protection during the transition for the workforce that may be displaced by mechanisation;
- (c) launch special training, technical assistance and institutional support, e.g. joint ownership and cooperative-based operation, hire purchase, leasing and multifarm use of machinery, to extend the benefits of mechanisation to small and resource-poor farmers whose productivity potential has not been adequately realised owing to lack of suitable mechanical technology;
- (d) devise and implement rural programmes, consistent with the above policies, for:
 - (i) employment generation through the promotion of appropriate processing technology – both at the farm level and in agro-industries, including poultry, dairy farming, forestry and fishing;
 - (ii) training of workers and farmers and monitoring of proper and safe use of farm machinery;
 - (iii) dissemination of appropriate technologies;
 - (iv) promotion of safer design, manufacture and repair of farm equipment;
 - (v) monitoring of mechanisms to ensure occupational safety and health of workers and to prevent occupational risks and diseases.

17. *Biotechnology* may offer considerable scope for rural poverty alleviation. The extent to which this potential is realised will depend on the directions taken in biotechnology research and investment, in the developing as well as the developed countries. Overall action and policies should include the following elements:

- (a) Cooperation needs to be ensured among research institutions, governments, employers' and workers' organisations to adapt research on biotechnology to area-specific and problem-specific needs. Integration of new technologies with existing research programmes is essential so that objectives and applications are achieved in a timely manner.
- (b) Every effort should be made to harness the potential of socially beneficial biotechnologies, enhancing profitability by lowering costs and risks of farming, e.g. by reducing the need for the application of agrochemicals and other inputs.
- (c) Priority should be given to the development of drought-resistant crop varieties, with an emphasis on traditional crops that form the staple food basket of many

of the rural and urban poor. Innovative, rapid and effective educational and training programmes should be undertaken, with the participation of workers' and employers' organisations, to disseminate information on the potential benefits of biotechnology.

- (d) When biotechnology-based products replace certain developing-country agricultural exports, policy measures and programmes should be undertaken, in conjunction with employers' and workers' organisations, to redeploy and retrain those workers who need to shift their activities from the export sector affected by such substitutions to other productive sectors of the economy.
- (e) Assessments should be made of the potential health and environmental risks of proposed biotechnology products in all countries. Enhancement of most country capabilities in biosafety is essential. In this area, employers' and workers' organisations as well as intergovernmental organisations have an important role to play.
- (f) Interdependencies between agricultural and non-agricultural development need to receive greater consideration.

THE ROLE OF THE ILO

18. The ILO has a major role to play, in assisting member States to create and protect employment in a manner consistent with the ILO's own objectives and standards, and to take full advantage of new and evolving agricultural technologies, in order to increase agricultural production and productivity in developing countries. The ILO has a further role to play in drawing attention to the safety and health risks associated with the application of modern agricultural technologies and in developing and disseminating appropriate information on safeguards in this area. This should be done in conjunction with the other specialised agencies of the United Nations system, especially with WHO, which has competence for occupational safety and health, and FAO, which has a primary role through the International Code of Conduct on the distribution and use of pesticides. The Conference urges the ILO to undertake a concerted programme of action in these areas, to develop an early warning system on the consequences of modern technologies on employment, training, safety and health, and standard-setting activities.

19. The ILO should, on all matters concerning this report, including its work on standards development, education and training development and implementation, and in liaison with governments, ensure that employers' and workers' organisations at relevant levels are consulted and given opportunities and are encouraged to have a social dialogue among them so that they can make timely and effective inputs on these matters.

20. The ILO should, *within its field of competence*, aim to strengthen its assistance to member States through research, advisory services, the application of standards, and technical cooperation in areas including the following:

Technology adoption

21. The overall approach to developing and adopting modern agricultural technologies should be one of flexibility. It should aim at optimising their positive impact and minimising the negative effects. This may require a gradual and selective adoption of these technologies.

22. Whenever feasible, employers' and workers' organisations should, prior to the introduction of new technologies, be informed and consulted; thereafter

tripartite consultations should be held. The possibility of negotiations concerning the mechanism and consequences of the introduction of these technologies should also be considered.

23. In those countries where no legal framework or regulations exist concerning genetically modified organisms, it is of the utmost importance that information on possible ecological and socio-economic risks is available before these products are tested or introduced. The ILO is called upon, in conjunction with other United Nations agencies (such as UNIDO, UNEP, WHO and FAO) and with the CGIAR (through its Task Force on Biotechnology), to take part in discussions on the following:

- (a) setting up a framework for the collection and dissemination of information;
- (b) examining possible ways and means to promote a Code of Conduct and a Prior Informed Consent procedure (similar to those developed for pesticides);
- (c) assisting governments in developing a legal framework for the use and distribution of biotechnology.

24. The ILO should, in particular:

- (i) present, through its current publication system, research results on biotechnology in an intelligible form and disseminate them to governments, employers' and workers' organisations as well as other relevant agencies;
- (ii) through active dialogue among the ILO's social partners, help to promote policies and measures to improve developing countries' access to and research capabilities in socially beneficial biotechnologies;
- (iii) promote strategies to influence public and private sector research on biotechnology oriented towards employment generation and poverty alleviation, and secure public funding for it;
- (iv) assist in the design and implementation of policies that enable small, as well as large, farmers to adopt new technologies, particularly those which help introduce multiple cropping, expand cultivated area, enhance food security, reduce costs and risks of farming through cooperatives and participation by employers' and workers' organisations. In this connection, ratification of the Rural Workers' Organisations Convention, 1975 (No. 141), by member States should be encouraged;
- (v) encourage workers' participation in technological decision-making;
- (vi) disseminate small-scale technologies and intermediate farm equipment innovations for raising productivity and reducing drudgery for small farmers, women and young workers, in collaboration with employers' and workers' organisations;
- (vii) continue technical assistance activities and prepare a report on the experience gained through the implementation of operational projects in the field.

Employment and training

25. ILO programmes aimed at human resource development should incorporate gender issues and related questions of women's employment and training, skills upgrading and retraining of workers. Enhancing human capability and quality of life, including safer use of modern inputs (e.g. machinery and chemicals) should be among the major goals of the ILO's employment and training activities.

26. The ILO should, in particular:

- (i) undertake further research on farm/non-farm growth and employment linkages induced by technological change in agriculture;
- (ii) continue to examine and assess, through case studies, the positive, as well as adverse, direct and indirect employment effects of modern technologies, on both male and female workers and farmers, with special reference to the impact of governmental policies;
- (iii) assess the impact of agricultural mechanisation on the levels of rural employment, and on the structure and composition of the rural labour force, including its effects on women workers and farmers;
- (iv) assist the developing countries in the retraining, redeployment and social protection of farmers and workers displaced by the introduction of mechanisation and new technologies; whenever feasible, establishment of rural small enterprises should be promoted to redeploy workers made redundant;
- (v) monitor and evaluate regularly biotechnology developments to permit the forecasting of their direct and indirect socio-economic and employment effects in developing countries, with emphasis on their impact on the rural labour market and their potential for growth as well as rural non-farm employment;
- (vi) provide advisory services to all countries on the ways and means of exploiting the employment-generating capacity of modern technology in the agricultural and rural sectors;
- (vii) develop innovative and cost-effective training methods to promote and spread the special and new management and vocational skills required for the use of modern technologies including integrated pest management; whenever appropriate, elaborate minimum training standards for each agricultural technology to minimise worker risk;
- (viii) assist training centres and institutions of employers' and workers' organisations especially in relation to the proper application of modern agricultural technology;
- (ix) in conjunction with other United Nations specialised agencies and organisations, including the FAO, WHO, UNESCO, UNCTAD, UNCSTD and UNIDO, the ILO should organise farmers' and workers' education and training programmes, as well as educational and information seminars aimed at employers' and workers' organisations in rural areas.

Occupational safety and health and working conditions

27. The risks associated with some modern agricultural technologies are not yet fully known. Therefore, the ILO needs to continuously monitor and evaluate the emerging technological trends with regard to the workers' safety, environment, health and the working and living conditions in rural areas.

28. The ILO should, in particular:

- (i) assist the implementation of existing national and international standards and observance of codes of practice on safety and health in agricultural work, in the light of the health and environmental risks associated with the application of modern agricultural technologies, particularly the use of agrochemicals;

- (ii) assist developing countries to establish infrastructures for the effective management of the Green Revolution technology, for example, designating authorities who can implement pesticide registration and control systems in the distribution and use of pesticides;
- (iii) strengthen the infrastructure for assessment and monitoring of safety and health conditions in relation to the use of modern pesticide application technology, and for applying existing standards; in particular, encourage the ratification of the Chemicals Convention, 1990 (No. 170), which applies to all branches of economic activity, including agriculture, and emphasise the implementation of the Chemicals Recommendation (No. 177) concerning the use of agrochemicals; in this connection, prepare a catalogue of all Conventions and Recommendations related to agriculture, indicating their present status of ratification and implementation;
- (iv) study the effects of the use of modern technology in agriculture on employment, safety of workers and the environment, with particular reference to pesticides, with the objective of defining preventive measures, including an evaluation of whether the existing ILO standards are sufficient, or whether there is a need for a new instrument;
- (v) provide advisory services for promoting general safety and health programmes in agriculture with due attention to the impact of modern technologies; in this context, encourage the further ratification and implementation of the Guarding of Machinery Convention, 1963 (No. 119), which has so far been ratified by only 39 countries;
- (vi) disseminate, in collaboration with FAO, ready-to-use information, e.g. manuals, catalogues and guidelines on risks associated with the use of new technologies;
- (vii) help organise appropriate worker training programmes taking into account specific conditions of the countries and regions concerned;
- (viii) help to identify and assess the incidence of occupational diseases resulting from the use of modern agricultural technologies in collaboration with WHO;
- (ix) encourage and undertake research on the effects of the introduction of new technologies on working and living conditions of workers and farmers, particularly in the most depressed rural areas;
- (x) encourage the design of safety and protective clothing and equipment appropriate for use in tropical climates;
- (xi) look into the possibility of supporting proposals in international forums for the establishment of an international "P" numbering system for the universal identification of pesticides.

Environment and sustainable development

29. Within the framework of the ILO resolution concerning environment, development, employment and the role of the ILO, adopted at the 77th Session of the International Labour Conference (1990), the ILO should continue its work on the relationship between environment and employment, including the environmental aspects of unanticipated biotechnological developments. The ILO should also continue to monitor the dangers of the use of chemicals.

30. The ILO should, in particular:

- (i) identify and analyse technologies which contribute to sustainable development and employment in resource-poor areas;

- (ii) provide information, in collaboration with the United Nations Environment Programme (UNEP), through studies and policy advice, on the consequences of over-use of natural resources and destruction of regenerative power of ecosystems on the sustainability of long-term rural employment opportunities.

IV

Resolution concerning structural adjustment, industrial relations and economic and social development¹

The General Conference of the International Labour Organisation,

Recalling the Preamble to the Constitution of the International Labour Organisation and the Declaration of Philadelphia, according to which “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity” and that “the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy”,

Recalling the Programme of Action and the conclusions of the ILO World Employment Conference in 1976 which placed particular emphasis on full employment, the satisfaction of basic needs, the acceleration of growth and the equitable distribution of income and wealth,

Bearing in mind the principles embodied in the Declaration on the Right to Development adopted by the General Assembly of the United Nations in its resolution 41/128 of 4 December 1986,

Recalling the conclusions of the High-Level Meeting on Employment and Structural Adjustment in 1987 which stressed the major contribution to be made by free and independent organisations of workers and employers in the formulation of general economic policies and placed emphasis on the importance of collective bargaining as well as on the value of strengthened tripartite discussion for the creation of social cohesion and of broad-based support for policies of national development,

Bearing in mind also the objectives assigned to the United Nations strategy for the Fourth Development Decade,

Reiterating that freedom of association for workers and employers and the right to free collective bargaining, embodied in ILO Conventions Nos. 87 and 98, constitute prerequisites for a properly functioning industrial relations system,

Noting that the profound political and economic changes currently taking place in the world present important new challenges for the ILO which is in a unique position to provide useful assistance in the development of many of the new structures and mechanisms for social dialogue and tripartite consensus; in the efforts to reform labour legislation; and in the development and strengthening of free and independent employers' and workers' organisations, employment services and social security protection,

Noting that some international conflicts have social causes and that therefore international cooperation in the field of labour, employment and social policy, as

¹ Adopted on 25 June 1991.

well as economic and technical cooperation, can contribute decisively to avoiding conflicts and safeguarding peace,

Recognising that success in achieving structural changes, aimed at sustainable economic growth, prosperity, social justice, expanding employment and the efficient use of economic and labour resources, is in the interest of and is important to all Members and constituents of the ILO,

Noting further the major role of the ILO in the elaboration of the social aspects of the restructuring process and in the involvement of employers' and workers' organisations in the process,

Noting the continuing serious adjustment problems and obstacles to growth encountered by the heavily indebted developing countries,

Convinced that the objectives pursued by developing countries through their adjustment programmes are closely interrelated with, and largely dependent upon, the economic policies and structural changes in industrialised countries,

Noting also that the problems of structural adjustment constitute a serious challenge for the countries of Central and Eastern Europe, especially during the period of transition from a centrally planned economy to a market economy,

Considering further that the positive changes that are occurring in the countries of Central and Eastern Europe and their integration into the world economy should have a favourable impact on the world economy as a whole and particularly on the economies of the developing countries,

Considering that structural adjustment and development policies require active and effective coordination between governments and employers' and workers' organisations,

Emphasising particularly the major contribution of free and independent employers' and workers' organisations in formulating general economic and social policies during the period of transition to a market economy and in securing the broadest possible social consensus,

Stressing that the success of national development efforts depends largely on the balance achieved between economic and social development,

Concerned by the persistence of the problems of debt and by the deteriorating terms of trade in developing countries,

Aware that cooperation is possible in respect of the reconversion of the arms industries for peaceful and civil purposes,

Considering that countries which are emerging from a war and making a real effort of reconstruction and economic recovery through structural adjustment programmes have the moral duty to protect workers and their families who have suffered the ill effects of the war,

Convinced of the fundamental interrelationship between the industrial relations system in any society and the functioning of all other factors in the economy,

Emphasising that smooth and constructive industrial relations at the enterprise level are an indispensable condition to the development of a framework in which optimal productivity and social progress can be achieved,

Affirming that a sound industrial relations system provides a stabilising platform in social policy issues and thus the basis for the safeguarding of civil liberties, the rule of law, security for investment and, ultimately, growth and development,

Expressing serious concern that in a number of countries basic rights of freedom of association continue to be violated or restricted through outside interference in all its forms and obstructive, divisive and even repressive practices against employers' and workers' organisations and their respective leaders,

Believing that the ILO, because of its commitment to social issues, its long experience, the diversification of its technical cooperation and its tripartite structure, has an essential role to play in the implementation of assistance and cooperation programmes for the promotion of the objectives of social and economic development in the various countries;

1. Calls upon the governments of ILO member States:

- (a) to take measures to encourage development assistance by an increased flow of official and private sector resources to the developing countries in order to permit them to participate in an equitable and active manner in balanced world economic growth and to contribute to the resolution of the principal economic, social, financial and commercial problems confronting them;
- (b) to assist the countries which are encountering many difficulties in their transition to a market economy so that they can adopt policies which take full account of their economic and social needs;
- (c) to conduct an active policy for full, productive and freely chosen employment and human resources development founded in particular on vocational guidance and training adapted to the needs of countries;
- (d) to ensure the full participation of workers' and employers' organisations in the process of preparing and implementing their economic and social development programmes, in particular during periods of structural adjustment;
- (e) to take adequate measures to ensure that national law and practice promote sound and constructive industrial relations with a view to ensuring the active support and participation of the productive forces in society, i.e. of workers and employers, in the process of economic growth and national development;
- (f) to ratify and fully apply ILO Conventions Nos. 87 and 98 on freedom of association and collective bargaining as a means to promote effective and constructive industrial relations systems;
- (g) to encourage and promote actively, at all the various and appropriate levels, the creation of effective industrial relations mechanisms such as collective bargaining structures, impartial conciliation bodies and procedures available to the social partners in case of need, as well as forums for tripartite consultation and cooperation in relation to the elaboration and successful implementation of programmes for structural adjustment, economic growth and development;
- (h) to assist countries emerging from war and engaged in the social and economic development and democratisation of their societies to overcome the difficulties that they are experiencing in the fields of employment and technical and vocational training;
- (i) to initiate policies aimed at the promotion of productivity in all sectors of the economy and a fair sharing of the benefits of productivity increases;
- (j) to promote the conditions for the successful operation of enterprises in a market economy and the training of managers and workers, enabling all the unemployed and those displaced by structural adjustment to acquire the skills necessary to meet the new challenges and opportunities.

2. Invites the Governing Body at the International Labour Office to:

- (a) remind member States of the obligation to observe international labour standards concerning freedom of association and the Conventions that they have ratified on the tripartite development of human resources, wages and the protection of workers' rights;

- (b) contribute actively to the implementation of the international development strategy of the Fourth United Nations Development Decade and, in that framework, give greater urgency and emphasis to work concerned with employment policy and structural adjustment;
- (c) define and develop the policy and orientation of the ILO in relation to structural adjustment, including that involved in the transition to a market economy, economic liberalisation and their implications for employment, wages, the economy and the social and living conditions of populations; and allocate sufficient and appropriate resources to support relevant activities to facilitate this process;
- (d) consider placing on the agenda of the International Labour Conference, and of other appropriate ILO bodies, items on the influence of structural adjustment on economic and social policies;
- (e) request the Director-General to step up the ILO's action in order to:
 - (i) develop technical cooperation activities aimed at the acquisition and adaptation of the skills required to engage in an occupation as well as job security in the face of scientific and technical developments and economic changes;
 - (ii) promote research at the national and international level, in collaboration with the International Institute for Labour Studies, in order to assist member States in formulating appropriate policies to attain the objectives advocated above;
 - (iii) develop study and research activities with a view to examining in depth the existing relationship between structural changes and social and economic policies;
 - (iv) strengthen its advisory services and technical assistance for the development of adequate national structures for industrial relations, collective bargaining and tripartite cooperation, in line with the conclusions of the High-Level Meeting in 1987 and the relevant international labour standards on the subjects;
 - (v) make special efforts in this regard in the developing countries of Africa, Asia, Latin America and the Caribbean that have embarked on structural adjustment, and the countries in Central and Eastern Europe that have embarked upon transition from a centrally planned to a market economy;
 - (vi) link its work on structural adjustment more closely to the need to promote sound and effective national industrial relations systems and mechanisms;
 - (vii) establish close cooperation with other organisations, specialised agencies and financial institutions in order to promote effective growth-oriented transition programmes, while at the same time avoiding duplication and achieving the optimum cost effectiveness within their respective spheres of responsibility;
 - (viii) continue to impress upon other relevant international agencies and institutions the key role of sound industrial relations and the active cooperation of the social partners in the successful introduction and implementation of national programmes for structural adjustment, economic growth and development;
 - (ix) pursue the dialogue with the international monetary and financial institutions and other appropriate specialised institutions on the social impact of structural adjustment.

V

Resolution concerning ILO action for women workers¹

The General Conference of the International Labour Organisation,

Recalling the resolution on equal opportunities and equal treatment for men and women in employment, adopted by the International Labour Conference at its 71st Session, many of whose provisions remain valid but unimplemented or not adequately implemented by governments and employers' and workers' organisations,

Noting that, in spite of the adoption by many governments of the principle of equality and of laws promoting equality, effective progress in this field is still very slow for the majority of working women, particularly in respect of equal pay and equal access to various types of employment as well as in terms of general working conditions,

Stressing that the unequal sharing of family responsibilities and the lack of adequate child-care facilities and other measures to enable women to fully participate in the labour force are major barriers to full equality for women at work,

Emphasising that collective bargaining and other joint action by employers' and workers' representatives and organisations are effective ways of challenging women's disadvantage at the workplace and of actually implementing measures for the elimination of discrimination and the promotion of equal opportunities,

Welcoming the project on equality for women in employment contained in the ILO programme and budget proposals for the 1992-93 biennium, which puts forward a strategy to deal with problems of inequality in employment and which indicates that the ILO continues to put a high priority on the promotion of equality of opportunity for women,

Bearing in mind the provisions of the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951 (No. 100),

Recognising the need for a more adequate and effective participation of women in all ILO meetings and activities, bearing in mind the United Nations target of increasing the proportion of women in decision- and policy-making bodies to at least 30 per cent by 1995;

1. Appeals to governments and employers' and workers' organisations:

- (a) to adopt comprehensive strategies to eliminate the continuing barriers to the equal participation of women in employment, including the desegregation of the labour market, the proper recognition and fair valuation of all work, including work which has traditionally been done predominantly by women, and the adoption of measures to help women and men to reconcile work with family responsibilities;
- (b) to include more women in their delegations to the International Labour Conference as well as to other major ILO meetings.

2. Calls upon the governments of ILO member States :

- (a) to take adequate measures with a view to making the implementation of legislation on equality of opportunity and treatment more effective which may include the designation of a specialised agency responsible for the implementation of policies and programmes and for taking up complaints;

¹ Adopted on 25 June 1991.

- (b) to ratify and implement the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), with a view to eliminating all discrimination, notably in access to jobs and professions, education, vocational training, promotion at work and job security;
- (c) to provide specialised training programmes, including where appropriate specific programmes for rural women, in order to upgrade their skills and improve their productivity as well as their income-earning opportunities;
- (d) to promote positive action programmes with a view to ensuring full access for women to employment, promotion, educational, training and retraining opportunities as well as the diversification of women's vocational options;
- (e) to ratify and fully implement the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951 (No. 100);
- (f) to ratify and implement the Workers with Family Responsibilities Convention, 1981 (No. 156), and develop a set of measures to enable persons with family responsibilities to engage in employment without being subject to discrimination, including maternity and parental leave, family leave and the provision of child-care facilities;
- (g) to adopt policies for the creation of full, productive and freely chosen employment and for the provision of all possible assistance to improve conditions in the informal sector for both men and women so as to encourage the formalisation of activities.

3. Calls upon employers' and workers' representatives and organisations to take all appropriate action, including through negotiations, in order to :

- (a) promote equal opportunities and the removal of discrimination in recruitment, promotion and training;
- (b) review job evaluation schemes to ensure that criteria for job classification and evaluation are free from sex bias and respect the principle of equal remuneration for work of equal value;
- (c) make appropriate arrangements, according to national practice, for the inclusion of part-time workers in collective agreements which may include pro rata benefits as well as bonus payments, overtime and other payments to women workers on an equal basis;
- (d) ensure adequate measures with respect to maternity leave, parental leave, career breaks and child-care facilities.

4. Invites the Governing Body of the International Labour Office to request the Director-General:

- (a) to strengthen the ILO's action with a view to stimulating and assisting governments in the implementation of ILO standards concerning equality for women, in particular Conventions Nos. 100, 111 and 156;
- (b) to prepare and distribute widely easily accessible information material for governments, employers, trade unions and women workers on ILO standards and policies concerning equality of opportunity and treatment between men and women in employment;
- (c) to arrange for the convening of tripartite meetings with a view to developing guidelines, training and information materials on issues that are of specific and major importance to women workers, such as the practical implementation of the principles embodied in the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951 (No. 100), methods of job evaluation free of sex bias and sexual harassment at the workplace;

- (d) to study concrete proposals for increasing the number of women attending ILO meetings and activities and to urge governments and employers' and workers' organisations to increase, in accordance with the principle of equality of opportunity, the participation of women in their delegations to attend ILO meetings and activities;
- (e) to pay increasing attention in all ILO activities to issues of equal opportunity for men and women, and propose appropriate items for the agenda of future ILO conferences and meetings.

VI

Resolution concerning the arrears of contributions of Paraguay¹

The General Conference of the International Labour Organisation,
Having regard to paragraph 7 of article 10 of the Financial Regulations;

Accepts the arrangement proposed by the Government of Paraguay for the settlement of the arrears of contributions due for the period 1956 to 1990 to the effect that:

- (a) in 1991 Paraguay will pay in full its contribution for the year 1991, together with its contribution due to the Working Capital Fund of the Organisation of 2,625 Swiss francs ;
- (b) in subsequent years Paraguay will continue to pay its current contribution in full in the year for which it is due;
- (c) Paraguay will settle the arrears that have accumulated up to and including 31 December 1990, amounting in total to 1,174,753 Swiss francs, by the payment of 19 equal annual instalments of 58,738 Swiss francs and a final instalment of 58,731 Swiss francs, beginning in 1991.

VII

Resolution concerning the granting to Paraguay of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation²

The General Conference of the International Labour Organisation,

Having regard to the terms of the financial arrangement adopted by the Conference at its present session for the settlement of the arrears of Paraguay;

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

¹ Adopted on 12 June 1991.

² Adopted on 12 June 1991 by 307 votes in favour, none against, with no abstentions.

VIII

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation¹

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;

Extends the terms of office of Sir William Douglas (Barbados) and Mr. Edilbert Razafindralambo (Madagascar) as deputy judges by a further period of three years.

IX

Resolution concerning the incentive scheme for early payment of member States' assessed contributions²

The General Conference of the International Labour Organisation,

Recalling that the 75th Session (1988) of the Conference decided that an incentive scheme based on the setting aside of interest earned on temporarily surplus regular budget funds in any year would be introduced as from 1 January 1989 for a two-year trial period and decided further that during the trial period 40 per cent of interest earned on temporarily surplus regular budget funds in each year shall be paid into the Working Capital Fund and that the remainder shall be set aside to provide a total incentive amount available for distribution to those member States which paid in full their assessed contributions for the current year by 31 December of that year,

Recalling that the 76th Session (1989) of the Conference had decided that, as part of the introduction in 1990-91 of a system of Swiss franc assessments combined with the forward purchasing of US dollar requirements, one-half of any net premium earned from the forward purchasing of US dollar requirements would also be distributed to the incentive scheme,

Recalling that the original reasons for introducing the incentive scheme were, firstly, that delays in the payment of assessed contributions by some member States prejudiced the implementation of the Organisation's programme in a timely and orderly manner and placed those member States which pay their contributions in a timely manner at a disadvantage, and, secondly, that some form of incentive should be provided to member States that pay their assessed contributions in a timely manner,

Agreeing that the original reasons for introducing the incentive scheme for a two-year trial period were still valid;

Decides that the incentive scheme for the early payment of member States' assessed contributions be continued, it being understood that amendments to the Financial Regulations needed to establish it on a permanent basis will be introduced in conjunction with any other amendments to the Financial Regulations that may be necessary consequent upon the review being carried out by the Working Party on the Working Capital Fund of the Programme, Financial and Administrative Committee of the Governing Body.

¹ Adopted on 19 June 1991.

² Adopted on 12 June 1991 by 307 votes in favour, none against, with no abstentions.

X

Resolution concerning the assessment of the contribution of Albania for 1991¹

The General Conference of the International Labour Organisation,

In accordance with Article 9, paragraph 2, of the Financial Regulations, fixes for 1991 an annual rate of 0.01 per cent for the contribution of Albania to the 1990-91 programme and budget of the International Labour Organisation.

XI

Resolution concerning the treatment of the premium on forward purchasing of dollar requirements for the 1992-93 biennium¹

The General Conference of the International Labour Organisation,

Recalling that at its 76th Session (June 1989) the Conference decided to introduce in 1990-91 a system of Swiss franc assessments combined with the forward purchasing of the biennium's US dollar requirements in order to minimise the effects of fluctuations in the Swiss franc/US dollar rate of exchange that had had disruptive effects on the implementation of the Organisation's programme and budget and had resulted in unforeseeable and often major increases in member States' assessed contributions,

Noting that the forward purchasing of US dollar requirements was an important financial aspect of the system which had, based on the long-standing situation of interest rates on Swiss franc being lower than those of US dollars, produced a premium receivable,

Noting that, since the introduction of the system, unprecedented and unforeseeable movements had occurred in the comparative interest rates on Swiss francs and US dollars, to such an extent that the purchase of US dollar requirements for the 1992-93 financial period involves incurring a premium,

Noting 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 which would also, *inter alia*, make recommendations as to treatment of premiums payable in the future,

Noting further that a final recommendation on this subject is not available for consideration by the current session of the Conference for application to the 1992-93 financial period;

Decides that any net premium payable that may arise in the 1992-93 financial period, after residual gains or losses on exchange from the operation of the Swiss franc assessment system, be charged to miscellaneous income earned during the 1992-93 financial period.

¹ Adopted on 19 June 1991.

XII

Resolution concerning establishment of a Voluntary Thrift Benefit Fund for ILO officials¹

The General Conference of the International Labour Organisation,

Noting that the Terminal Benefits Fund serves to meet the cost of repatriation grants and other statutory indemnities payable under the Staff Regulations upon termination of contracts,

Further noting that the level of the Terminal Benefits Fund was \$27,957,655 at 31 December 1990,

Recognising that the Terminal Benefits Fund is currently financed from contributions calculated at 6 per cent of the basic salary of eligible officials, to be reduced to 3½ cent of the basic salary of eligible officials as from 1 January 1992, and from interest on the resources of the Fund;

Decides that, notwithstanding article 22.4 of the Financial Regulations, the interest earned on the Terminal Benefits Fund beginning with the year 1991 and up to a total amount of \$4,875,000 will be paid into the Voluntary Thrift Benefit Fund, established to provide a capital sum to officials upon retirement, in accordance with the Statute of the latter Fund.

XIII

Resolution concerning the adoption of the programme and budget for the 63rd financial period ending 31 December 1993 and the allocation of income among member States²

The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations, passes for the 63rd financial period, ending 31 December 1993, the budget of expenditure for the International Labour Organisation amounting to US\$405,690,000 and the budget of income amounting to US\$405,690,000, which, at the budget rate of exchange of Swiss francs 1.55 to the US dollar, amounts to Swiss francs 628,819,500, 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.

ADDITIONAL TEXTS AND DECISIONS

Excerpt from the Report of the Committee on Action against Apartheid³

The Conference had before it the report of its Committee on Action against Apartheid which contained the following conclusions, to which were appended a Declaration concerning Action against Apartheid in South Africa and a Programme of Action against Apartheid:

¹ Adopted on 19 June 1991.

² Adopted on 21 June 1991 by 393 votes in favour, none against, with no abstentions.

³ Adopted on 21 June 1991, by 315 votes in favour, 2 against, with 67 abstentions.

Revision of the Declaration concerning Action against Apartheid in South Africa and Namibia

62. The Committee invites the Conference to adopt the following decision:

The Conference decides that the Declaration concerning Action against Apartheid in South Africa and Namibia and the Programme of Action annexed to it be amended so as to delete all references therein to Namibia.

(The text of the Declaration and the Programme of Action, as revised, are appended to this report.)

Further conclusions

63. The Committee examined the *Special Report of the Director-General concerning the Application of the Declaration on Action against Apartheid in South Africa* and other documents submitted to it, including the reports of the Group of Independent Experts to follow up on and monitor the implementation of sanctions and other action against apartheid.

64. In the light of its discussions, the Committee invites the Conference to approve the following conclusions:

- (a) The Conference calls on all governments, employers' and workers' organisations, as well as the ILO, to make a special effort to promote the total implementation of all the recommendations contained in the updated Declaration of June 1988 and the Programme of Action appended to it, as well as other action aimed at ending apartheid. It remains more important now than ever before that the constituent members make increased efforts, including special information campaigns, explaining that the changes taking place in South Africa have not as yet affected most of the fundamental bases of apartheid and that they have not fully met the demands put forward for the creation of a climate conducive to negotiations by the Harare Declaration and the United Nations' consensus Declaration on Apartheid and its Destructive Consequences in Southern Africa, adopted in December 1989.
- (b) The Conference welcomes the repeal by the South African Parliament of the Group Areas Act and the Land Acts, and expresses the hope that the Population Registration Act and all other apartheid legislation will soon be repealed.
- (c) The Conference calls with renewed urgency for all constituent members to launch concerted campaigns to put pressure on the Government of South Africa to release immediately all political prisoners, without exception; to lift all restrictions on those already released; and to ensure that all those in exile should be allowed to return unconditionally in accordance with agreements reached between the South African Government and the anti-apartheid movement. In this context, the Conference notes that the recent judgement of the South African Appeal Court reducing the sentences of those convicted in a case tried in Uppington on the basis of the doctrine that all the persons present at a crime shared the same criminal intent ("common purpose") in 1989 suggests that there should similarly be a revision of the decision in the case of those, including trade unionists, sentenced in respect of events which took place at Sharpeville (the "Sharpeville Six").
- (d) The Conference conveys to the Government of South Africa with a renewed sense of urgency that every measure should be taken to accelerate the process for the creation of an appropriate climate for negotiations towards the total dismantling of apartheid and the creation of a non-racial, democratic society based on one person, one vote, on a common voters' roll.
- (e) The Conference notes that the present state of violence is a stumbling-block in the process of negotiation on a new Constitution. The Conference calls on all constituent members of the ILO to press the South African Government to accept its ultimate responsibility for the peace and stability in the country and in particular in the townships. All parties concerned are strongly urged to agree to the establishment of binding measures to end the violence.
- (f) The Conference notes with satisfaction that the South African employers' and workers' organisations, together with the Government, have agreed to restore the rights which were curbed by the Labour Relations Amendment Act. A revised Labour Relations Act came into force on 1 May 1991. The Conference calls upon all constituent members to

exert maximum possible pressure on the South African Government to ensure that labour legislation in South Africa at least fully meets the standards set by the ILO. It also notes that the legislation ought, as a matter of principle, to cover fully farm workers, domestic workers and public service workers; and that it should be extended to the so-called "homelands".

- (g) The Conference requests governments to maintain all existing sanctions, including mandatory sanctions, and other restrictive measures against South Africa. This applies particularly to financial sanctions which, as shown in the reports of the Group of Independent Experts, have proved highly effective. With regard to the embargo on coal, governments should make use of petrological analysis of coal samples to establish the exact origin of coal, particularly in the case of blended coal.
- (h) Governments should indicate their willingness to provide assistance to South Africa but only when apartheid has been totally dismantled and international standards of conduct have been met.
- (i) The Conference calls on all governments to adopt the following measures:
 - to discourage emigration, in particular of skilled and semi-skilled workers to South Africa, including those from Central and Eastern Europe;
 - to ensure that candidates for emigration from South Africa do not enjoy any special privileges.
- (j) The Conference issues a call to governments of member States which have adopted strict commercial embargoes on trade with South Africa to take all the steps necessary to ensure that all enterprises concerned do not circumvent these by trading with South Africa through other countries which have not adopted similar legislation.
- (k) The Conference calls with renewed emphasis upon employers' organisations to urge multinational enterprises to disclose full information on the terms of disinvestment which would include details of any links they intend to maintain with South African enterprises and to negotiate the terms of disinvestment from any enterprise with the trade unions concerned.
- (l) The Conference reiterates its call to employers in South Africa to form a non-racial employers' organisation.
- (m) The Conference reiterates its call on trade unions to organise campaigns to prevent and/or publicise attempts by South African multinational enterprises to take over enterprises outside South Africa.
- (n) The Conference expresses its highest appreciation for the work carried out by the Group of Independent Experts. Their findings have been extremely useful to the Committee on Action against Apartheid. The Conference also calls upon all ILO constituents to reply fully and in detail to the questionnaire in the future. It calls upon the Director-General to do everything possible to ensure that the Group of Independent Experts continues to receive the necessary financial and human resources to carry out its task satisfactorily. The Conference is confident that the Experts will take into account all relevant developments.
- (o) The Conference has noted the reply of the Union Bank of Switzerland to the letter sent by the Director-General since the last International Labour Conference. It remains convinced that the ILO should find alternative banking facilities for delegates attending the International Labour Conference, and should report on the subject to the Conference Committee on Action against Apartheid.
- (p) The Conference urges the Director-General to respond effectively and rapidly to requests from the democratic South African workers' organisations for technical cooperation assistance. Once a non-racial employers' organisation is created, it should equally benefit from ILO technical cooperation assistance. This would include new areas within the field of competence of the ILO. It should be ensured that this assistance does not constitute in any way a violation of the policy to maintain sanctions.
- (q) The Conference welcomes the acceptance by the Government of South Africa to consent to the referral of the complaint lodged by COSATU in 1988 to the Fact-Finding and Conciliation Commission of the Governing Body. The Governing Body is urged to appoint the Commission at its sitting immediately following the present Conference.

- (r) In accordance with the terms of the recommendation made in paragraph 46(p) of the report of the Committee at last year's Conference, the Conference calls on the Governing Body to convene before the next session of the International Labour Conference an international tripartite conference in and for the southern African subregion. The purpose would be to study concrete proposals for regional integration as well as to review the current situation in South Africa, with a view to providing up-to-date information to the International Labour Conference in 1992 and suggestions for further action to be taken in the light of prevailing circumstances.

Appendix

DECLARATION CONCERNING ACTION AGAINST APARTHEID IN SOUTH AFRICA¹

The General Conference of the International Labour Organisation,

Recalling the Declaration concerning the Policy of Apartheid in South Africa unanimously adopted by the Conference on 8 July 1964 and the updated Declaration adopted by the Conference on 18 June 1981,

Considering that all Members of the ILO have by the Declaration of Philadelphia, embodied in the Constitution as a statement of the aims and purposes of the Organisation, solemnly affirmed that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity",

Considering that according to its Constitution the ILO exists for the promotion of the objectives set forth in the Preamble thereto and in the Declaration of Philadelphia,

Considering that the Government of South Africa, having refused to promote the objectives set forth in the Preamble to the Constitution and in the Declaration of Philadelphia, adopted and is practising the inhuman policy of apartheid, which is wholly incompatible with the aims and principles of the Declaration of Philadelphia, thus creating an alarming situation, incurred the condemnation of the International Labour Conference and withdrew from the Organisation by virtue of a communication dated 11 March 1964,

Considering that according to the Declaration of Philadelphia the principles set forth therein are fully applicable to all peoples everywhere and their implementation is a matter of concern to the whole world,

Considering that apartheid has been declared a crime against humanity by the General Assembly of the United Nations and that the Security Council, since its resolution 182 (1963) adopted unanimously on 4 December 1963, has affirmed the conviction that the situation in South Africa is seriously disturbing international peace and security,

Considering that the apartheid system in South Africa is the root cause of conflict in southern Africa as a whole and that the freedom of the South African people and the peace and security in the region can only be attained through the elimination of apartheid,

Considering the programme for the elimination of apartheid in labour matters in South Africa adopted in 1964 and all subsequent measures to give effect to the ILO's determination to eradicate apartheid, including the annual Special Reports of the Director-General on apartheid in South Africa and the expansion of the activities of the International Labour Office in this field,

Considering especially the Report of the International Tripartite Meeting on Action against Apartheid held in Livingstone in May 1981, which recognised that the solution to the problem of apartheid must take into account the political implications of that system and went on to recommend specific action for the elimination of apartheid,

¹ This Declaration, adopted by the International Labour Conference on 16 June 1988 and revised on 20 June 1991, updates the Declaration concerning the Policy of Apartheid of the Republic of South Africa which was adopted in 1964 and was previously updated in 1981.

Considering also the reports of the Tripartite Conference on Action against Apartheid held in Lusaka in May 1984 and in Harare in May 1988,

Noting that the conclusions of these meetings were subsequently adopted by the International Labour Conference,

Sharing the growing concern of the international community at the deterioration of the situation in South Africa under apartheid and the need for action thereon, as shown in the Programme of Action adopted at the United Nations General Assembly and in subsequent resolutions and instruments adopted by that Assembly (including the Convention on the Suppression and Punishment of the Crime of Apartheid) as well as the resolutions of the Security Council,

Reaffirming in addition the need to cooperate with all organisations in the campaign to eliminate apartheid, in particular in the United Nations, the Organisation of African Unity and international and regional organisations of workers and employers,

Considering that developments which have taken place since the adoption of its Declaration and Programme for the Elimination of Apartheid in 1964 have demonstrated that apartheid continues to deprive the black population of employment and training, full enjoyment of freedom of association and the right to organise, and equality of opportunity and treatment in the field of labour, while recent events have shown that through the "Bantustan" policy and the use of repressive measures the South African Government still acts in a manner which violates international labour standards and which therefore requires urgent action by the international community to secure social justice, peace and freedom for all the peoples of South Africa,

Reaffirming its determination to continue to fulfil its responsibility to promote and take its part in securing the freedom and dignity of the peoples of South Africa and to fight the policy of apartheid practised by the Government of South Africa,

Faithful to its role as spokesman of the social conscience of mankind and affirming once again its conviction that a government which deliberately practises apartheid is unworthy of the community of nations,

Considering that only urgent and determined action by the international community, in particular the imposition of comprehensive and mandatory sanctions by the United Nations Security Council as the most effective and appropriate measure under the present circumstances, will bring the Government of South Africa to abandon its disastrous policy and to cooperate with employers' and workers' organisations in placing the relations between the various elements of the population of South Africa, and the relations between the people of South Africa and the rest of the world, on the basis of the equality of man, justice for all, good neighbourliness and mutual respect;

1. Solemnly reaffirms its fidelity to the fundamental principle of the Declaration of Philadelphia, according to which "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity".

2. Emphatically reaffirms its condemnation of the degrading, criminal and inhuman racial policies of the Government of South Africa, which policies are a violation of fundamental human rights and thus incompatible with the aims and purpose of the ILO.

3. Strongly reaffirms its determination to pursue its action until respect for the freedom and dignity of all human beings, irrespective of race, is fully assured in South Africa and until, to this end, the following objectives have been attained:

- the total and final elimination of the policy of apartheid in South Africa;
- the repeal of all legislative, administrative and other measures which are a violation of the principle of the equality and dignity of man and a direct negation of the inherent rights and freedoms of the peoples of South Africa;
- the establishment and consistent pursuit of a policy of equal opportunity and treatment for all in employment and occupation, irrespective of race, creed or sex;
- the cessation of all aggression, and social and economic destabilisation of the front-line countries.

4. Urges the Committee on Action against Apartheid of the International Labour Conference to continue to monitor with increased vigour action against apartheid.

5. (a) Confirms the Director-General's mandate to monitor and follow the situation in South Africa in respect of labour and social matters, and to submit every year for consideration by the Conference Committee on Action against Apartheid a Special Report on the subject; to this effect, to request governments, employers' and workers' organisations to provide individually information, in such form as the Governing Body may determine, on the action taken against apartheid in accordance with recommendations contained in the Programme of Action against Apartheid, including information on failure to take action and on the active promotion of relations which strengthen the apartheid system;

(b) invites the Governing Body's Committee on Discrimination to continue to consider the information described in subparagraph (a) above, and to submit a report to the Conference Committee on Action against Apartheid.

6. Invites the Governing Body and the Director-General to take the necessary steps:

(a) to increase the ILO's educational activities and technical assistance to the liberation movements, the black workers and their independent trade unions as well as the black entrepreneurs and their organisations in South Africa in their fight against apartheid, in close cooperation with the Organisation of African Unity, the Special Committee against Apartheid, the Commission on Human Rights of the United Nations, the international and African workers' and employers' organisations and the front-line States and those States in the neighbourhood of South Africa which are seriously affected by the aggressive actions of South Africa, in particular by:

- (i) an increase in the resources made available from the ILO regular budget, and from external sources on a bilateral or multilateral basis, for enlarging the ILO's capacity to combat apartheid and to provide assistance to its victims;
- (ii) the establishment of a voluntary fund for the workers of South Africa to which contributions should be made regularly by ILO member State as well as by employers' and workers' organisations;
- (iii) the broadening of the scope of ILO assistance to liberation movements from southern Africa recognised by the Organisation of African Unity, in particular by the use of its technical services in the fields of vocational and management training, labour administration, occupational safety and health, rural development, workers' education, cooperative development, equality of treatment for women workers and advice on the elimination of discriminatory labour legislation;
- (iv) the establishment of a training institute for South Africa, designed more specifically for the promotion of manpower training and development;
- (v) assistance to the front-line and neighbouring States providing facilities for refugees from South Africa at institutions of their own through the provision of equipment, expertise and fellowships;
- (vi) the creation of training facilities and employment opportunities for refugees in their countries of refuge in such a way that their skills will be of immediate use and also of assistance to their countries of origin upon their return;
- (vii) cooperation with the governments of the States in the immediate neighbourhood of South Africa, including the regional organisations, the Southern African Development Coordination Conference and the Southern African Labour Commission, in devising and implementing policies which will enable them to reduce their dependence on South Africa, and in particular the supply of migrant labour to South Africa;
- (viii) providing the front-line and neighbouring States with assistance for infrastructural development to enhance their capacity for withstanding the effects of any retaliatory economic action by the apartheid regime and to develop human skills for the effective management of their national economies; .

- (ix) assistance in the establishment of long-term solutions to problems involving migrant labour including public works programmes and other labour-intensive forms of job creation; the provision, over the short term, of assistance to migrant workers through advice on negotiations concerning their terms and conditions of employment, and through enabling migrant workers to be more fully informed of their rights;
- (x) the expansion of the programme of information on apartheid in labour matters and other questions of direct concern to the workers of southern Africa;
- (b) to use existing ILO procedures, including those of the Committee on Discrimination of the Governing Body, to attain the objectives assigned to the ILO under its Programme for the Elimination of Apartheid;
- (c) to encourage and extend financial support to workers' and employers' organisations in their programme of action against apartheid so that they can exert the maximum pressure for the implementation of various recommendations falling within their sphere of competence.

7. Renews its urgent appeal to governments, employers and workers of member States of the ILO to combine their efforts and to put into application all appropriate measures to lead South Africa to heed the call of humanity and renounce its shameful policy of apartheid. In this respect, the basic guideline should be the Programme of Action against Apartheid which is annexed to this updated Declaration.

8. Reaffirms its resolve to cooperate with the United Nations in seeking and guaranteeing freedom and dignity, economic security and equal opportunity for all the peoples of South Africa and in particular with the United Nations Special Committee against Apartheid and its desire to cooperate with the Organisation of African Unity in all fields related to the elimination of apartheid.

9. Requests the Governing Body and the Director-General to take the necessary steps to organise systematic consultations with a view to reinforcing ILO cooperation with the Organisation of African Unity, and with the United Nations, including its Special Committee against Apartheid and its Commission on Human Rights, as well as with the other specialised agencies of the United Nations system and non-governmental organisations associated with them in order to intensify and coordinate all activities whose ultimate objective is to eliminate apartheid totally in all facets at a more accelerated pace than hitherto.

ANNEX

Programme of Action against Apartheid

The General Conference of the International Labour Organisation,

Considering it appropriate to give effect to the updated Declaration concerning Action against Apartheid in South Africa adopted by the International Labour Conference in 1988, following the updated Declaration adopted by the Conference in 1981 and the initial Declaration adopted unanimously by the Conference in 1964,

Urging determined action by the international community to bring the Government of South Africa to abandon its disastrous policy of apartheid,

Taking into account the report of the Tripartite Meeting of Members of the Governing Body on Apartheid in May 1980, the Report of the International Tripartite Meeting on Action against Apartheid held at Livingstone in 1981 and the conclusions of the Tripartite Conferences on Action against Apartheid held in Lusaka in 1984 and in Harare in 1988,

Further taking into account the resolutions adopted by the two International Trade Union Conferences against Apartheid in 1973 and 1977, and the Declaration adopted by the International Conference of Trade Unions on Sanctions and Other Actions against the Apartheid Regime in South Africa held in 1983,

Recalling also the ILO Programme for the Elimination of Apartheid in Labour Matters in the Republic of South Africa, which had been adopted in 1964, as well as subsequent measures undertaken by the ILO in its determination to eradicate apartheid in the field of labour, including the Special Reports of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa, a wider range of educational and promotional activities carried out by the International Labour Office in this field and the extension of technical assistance within its field of competence to the people of South Africa and the national liberation movements and front-line and neighbouring States,

Reflecting on and sharing the growing concern of the international community at the deterioration of the situation in South Africa under apartheid and calling for action thereon, as shown in the Programmes of Action adopted by the United Nations General Assembly and the Security Council,

Reaffirming the need to cooperate with all organisations in the campaign to eliminate apartheid, in particular the United Nations, the Organisation of African Unity and international and regional organisations of workers and employers,

Noting that it has become necessary to revise the Programme of Action of the ILO and its Members in the light of the failure by the Government of South Africa since 1981 to abandon its policy of apartheid, its intensified aggression in southern Africa, its intransigence in the face of international pressure and the further polarisation of blacks and whites in South Africa resulting from the introduction of a new Constitution in 1984 which was further aggravated by the 1987 whites-only election;

Recommends the following action:

I. Government action through the United Nations

To take the measures necessary to give effect to the Programme of Action against Apartheid adopted by the United Nations General Assembly as well as the resolutions subsequently adopted by that body and other relevant United Nations bodies, in particular:

- (a) To adopt comprehensive and mandatory sanctions against South Africa, in accordance with Chapter VII of the United Nations Charter.
- (b) To establish a special monitoring unit, in cooperation with the International Maritime Organisation, Lloyd's Register, the Shipping Research Bureau and other relevant organisations, to ensure that sanctions are strictly applied and to expose sanctions busters.

II. Government action

1. To sever political, military, cultural, sporting and diplomatic relations with the South African Government, in so far as such relations with South Africa are maintained.

2. To stop trade and commercial relations with and to prohibit new public and private investment in South Africa, as well as the export of nuclear and other technology to the South African Government, parastatals and private enterprise in South Africa. In addition, to prohibit loans, trade credits and gold exchanges by banks to and with South Africa. Furthermore, to prohibit collaboration with South Africa in the operation of the international gold market, in particular to prevent the operation of the South African marketing company, the International Gold Corporation (INTERGOLD).

3. To adopt, through the appropriate government authorities, including regional and local authorities, stringent divestment/disinvestment measures, to prevent any new investments, and to withdraw all public funds from banks maintaining commercial relations with South Africa as well as to deny contracts for the provision of goods and services to all firms and enterprises having commercial relations with South Africa.

4. To deny the use of facilities intended to circumvent sanctions applied against South Africa.

5. To discourage emigration of their nationals and the promotion of tourism to South Africa, by such means as banning advertising and cutting air and sea links with South Africa.

6. To withhold recognition of Bantustans, deny the establishment of representative offices and the entry of representatives of Bantustans into their territories, to prohibit new investments in and to demand the withdrawal of existing investment from these areas.

7. To increase economic support, including development assistance and the development of alternative trade patterns, to those African countries which are forced through their geographical and economic situation to maintain links with South Africa, with particular emphasis on independent African States enclaved within South Africa and those in the immediate neighbourhood of South Africa.

8. To give material and moral support to the liberation movements, to the independent black trade union movement and to popular movements struggling for the elimination of apartheid and the establishment of a non-racial democratic system and majority rule with respect for human rights and fundamental freedoms in South Africa.

9. To lift all impediments preventing trade unions from participating in solidarity action with the workers engaged in the anti-apartheid struggle and in particular to ensure that the legal system does not prevent trade union action designed to oppose apartheid.

10. To encourage, in line with the basic principles of the Constitution of the ILO, initiatives which could lead to the elimination of apartheid and the achievement of durable peace in southern Africa.

11. To tighten the licensing procedures for the export and re-export of arms and related material as defined in Security Council Resolution 418 so as to ensure that none of it reaches South Africa in violation of the United Nations Security Council decisions and resolutions.

III. Action by employers' organisations

1. To ensure that their members do not maintain trade, commercial or financial relations with South Africa and that economic and financial institutions do not extend loans to South Africa or collaborate with the apartheid regime in any way.

2. To disinvest from South Africa and to transfer these investments to other African countries, especially the front-line and SADCC States. In so doing, employers should ensure that early consultations are held with the appropriate union representing the black workers in the enterprise on the conditions and terms of disinvestment. Such action should not circumvent the call for disinvestment by transferring the operation of their companies to local South African management whilst still maintaining the same commercial links.

3. To disinvest from and to cease all cooperation with the so-called Bantustans.

4. To refuse to cooperate with the South African authorities in the implementation of apartheid or refrain from the exploitation of all advantages provided by the apartheid system particularly in labour relations and the so-called homelands and to make a firm commitment to the abolition of apartheid.

5. To urge banks and other financial institutions to refrain from making loans or providing credit for trade with South Africa and to urge governments to prohibit the activities of the International Gold Corporation (INTERGOLD) in their countries.

6. To provide technical and financial support for small business development and management training programmes for victims of apartheid in exile in the front-line and neighbouring States, and to organise subregional seminars for employers in such States for this purpose as well as sensitise employers about the plight of the victims of apartheid.

7. To ensure that members refrain from any form of victimisation of workers and their trade unions involved in the defence of workers' basic rights in South Africa and in solidarity action, outside the Republic, with the black workers of South Africa.

IV. Action by trade unions the world over

1. To exert maximum pressure on their respective governments for the adoption and the implementation of comprehensive and mandatory sanctions against South Africa by the United Nations Security Council, in accordance with Chapter VII of the United Nations Charter.

2. To place maximum pressure, including industrial action, on parent companies and their subsidiaries the world over in cases where their South African subsidiaries do not recognise the independent black trade union movement and act in contradiction with internationally recognised labour standards.

3. To exert maximum pressure on the subsidiaries, outside South Africa, of South African multinational enterprises that are involved in the violation of internationally-recognised labour standards.

4. To increase mobilisation of workers and the public through information campaigns with a view to exerting the strongest possible pressure on their respective governments to adopt comprehensive sanctions against and to sever their links with South Africa, and on companies with interests in South Africa to oblige them to withdraw from that country.

5. To develop extensive educational activities to ensure that workers are informed of sanction measures in their own countries so that they can participate at all levels in the monitoring of such actions and be prepared for industrial action in cases of sanctions busting.

6. To organise consumer and other boycotts in order to promote sanctions against South Africa.

7. To give financial, material and moral support to the black independent trade union movement inside South Africa, including assistance in organising campaigns and educational programmes and legal and relief assistance to imprisoned and restricted trade unionists and their families, as well as organising solidarity action in support of the black workers and their unions.

8. To organise campaigns to ensure that trade union members do not emigrate to South Africa or visit it in the course of their occupational activities, and to supplement these campaigns with appropriate sanctions, to ban advertisements for jobs in South Africa and exert pressure for the closure of South African recruitment offices abroad.

9. To withdraw all trade union funds from any company or investment scheme with interests in South Africa, and to ensure that no pension funds are invested in such companies, banks or schemes.

10. To exercise the strongest possible pressure on banks and financial institutions to recall their existing loans to South Africa and to prevent the provision of new loans and trade credits to South Africa, as well as gold exchanges to and with South Africa. In addition, trade unions should organise campaigns appealing to their members to close accounts with such banks.

11. To take all measures aimed at further isolating the South African regime and to support anti-apartheid activities.

12. To ensure trade union representation in delegations to the United Nations and the specialised agencies to press for the fullest implementation of the Programme of Action against Apartheid.

13. To co-ordinate trade union action against apartheid in accordance with the Declaration adopted by the International Conference of Trade Unions on Sanctions and Other Actions against the Apartheid Regime, held in Geneva in 1983.

V. ILO action

1. To give further impetus to the implementation of the Declaration concerning Action against Apartheid and the Programme of Action, with specific reference to operative paragraph 6 of the Declaration and to the following paragraph of this section.

2. To increase entrepreneurial and management training and to encourage small business development programmes for the victims of apartheid in exile in neighbouring States and displaced persons as a means of creating self-employment for those deprived people and prepare them for business management responsibilities in a non-racial democratic South Africa.

3. To increase activities in the fields of workers' education, vocational training, assistance to migrant workers, improvements in infrastructures and in other fields of benefit to workers of southern Africa, including broader workers' education programmes for the trade unions of South Africa. Such programmes should be conducted in conjunction with trade union organisations of the front-line States, particularly through the coordination and cooperation of the Southern African Trade Union Coordination Council (SATUCC).

4. To ensure a wider dissemination of public information throughout all member States by all possible means, including ILO publications, about atrocities being perpetrated by the apartheid South African regime within South Africa, as well as in front-line and neighbouring States, as a means of countering the news blackout imposed by the South African Government under its oppressive emergency measures and overcoming the silence of the mass media.

5. To address renewed appeals to the UNDP, international financial institutions and all multi-bilateral and bilateral donors to provide additional resources for the above-mentioned activities.

6. To request ILO constituents to provide a precise, itemised report on the Declaration, on each paragraph of the Programme of Action annexed to it and on the conclusions adopted at each session of the Conference.

VI. Other action

1. The Conference calls upon governments, employers' and workers' organisations and the ILO to continue and reinforce the campaign for the release of all trade unionists and political prisoners in South Africa. In this connection the Conference deplores and denounces all measures which deny and violate civil and trade union rights in South Africa.

2. The Conference calls upon governments, employers' and workers' organisations, non-governmental bodies and individuals to make every possible contribution to the AFRICA (Action for Resisting Invasion, Colonialism and Apartheid) Fund, as well as to make contributions in order to ensure the early realisation of its objectives.

Appointment of a member of the Appeals Board Panel

On 6 June 1991 the Conference, adopting – on the recommendation of its Selection Committee – the recommendation made to it by the Governing Body pursuant to section III, paragraph 5 (a), of the proposals relating to the procedure for the appointment of committees, adopted by the Conference in 1959, decided to reappoint for a period of three years expiring on 30 June 1994, Mr. Paul Gottret (*Switzerland*) to the panel from which the members of the Conference Appeals Board are selected.

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Office Publications and Documents

To ensure that all regular readers of the *Official Bulletin* receive full and up-to-date information on Office publications and documents, the quarterly *ILO Publications* list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.

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We apologise for the late delivery of this issue of the *Official Bulletin*. Subsequent issues will be sent to you as soon as circumstances permit.



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INFORMATION

DAVID A. MORSE

David A. Morse, Director-General of the International Labour Office from 1948 to 1970, died in New York on 1 December 1990 at the age of 83.

Born in New York in 31 May 1907, Mr. Morse graduated from the Harvard Law School in 1932. When war broke out, he gave up his law practice to join the army and saw active service in North Africa, Sicily, Italy and Germany. Upon his return to the United States, President Truman named him Assistant Secretary of Labor in 1946, and on the death of Secretary Lewis B. Schwellenbach in 1948 Mr. Morse became Acting Secretary. In June 1948 he headed the United States delegation to the International Labour Conference. At the 105th Session of the Governing Body in San Francisco in June 1948, he was unanimously elected Director-General for a ten-year term to succeed Edward Phelan. He was unanimously re-elected for successive five-year terms in May 1957, March 1962 and February 1967. When he resigned in February 1970, Mr. Morse had served longer than any other executive head in the United Nations system.

His 22 years as Director-General were momentous ones for the International Labour Organisation. The ILO's membership grew from 52 to 121 and the Organisation could claim to be universal. Its work took on new dimensions: technical cooperation began to play a major role in ILO activities, a network of field offices was set up and programmes were decentralised, education and training received new impetus, and the International Institute for Labour Studies and the Turin Centre were founded. Major standards were adopted covering freedom of association and the right to collective bargaining, equal remuneration, the abolition of forced labour, discrimination in employment, and indigenous and tribal peoples.

* * *

David Morse's funeral took place in New York. A memorial service was held on 16 January 1991 at Temple Emanu-el in New York, at which several hundred people were present. Apart from Mr. Morse's family and numerous ILO ex-colleagues, the service was attended by Mr. Javier Pérez de Cuéllar, Secretary-General of the United Nations, Mr. Francis Blanchard, former Director-General of the ILO and Mr. Michel Hansenne, the Director-General in office.

In Geneva, at its 249th Session, the Governing Body of the International Labour Office held a special sitting on 27 February 1991 to pay tribute to the memory of David Morse. After extending a warm welcome to Mrs. Morse, who was present, the Chairman, Mr. Gerd Muhr (Worker member, Germany), added that under Mr. Morse's stewardship the ILO had been awarded the Nobel Peace Prize in 1969. If the Organisation was today, in a sense, the social conscience of mankind, it was due in large part to David Morse's political vision in reinforcing the moral authority of that unique tripartite body.

Mr. Alfredo Padilla (Government representative, Venezuela; Government Vice-Chairman) extolled Mr. Morse's intellectual and personal qualities, not the least engaging of which had been his ability to establish deep and sincere human relationships.

Mr. Jean-Jacques Oechslin (Employer member, France; Employer Vice-Chairman) observed that Mr. Morse had played a historic role at a crucial period in the existence of the Organisation, which made him in many ways the second founder of the ILO, after Albert Thomas.

Mr. J. T. Morton (Worker member, United Kingdom; Chairman of the Workers' group) said that, looking back at the troubled world of the 1950s and 1960s, it was no exaggeration to say that the ILO might not have survived with a lesser man than David Morse at its head.

Mr. Morris B. Abrams (United States Ambassador to the United Nations Office and Other International Organisations in Geneva) recalled David Morse's solicitude for the welfare of his fellow human beings as evidenced by his employment of a blind lawyer to assist him. Indeed, David Morse had been more than just a human being; in a very real sense he had been what man created in the image of God should be.

The Director-General, Mr. Michel Hansenne, stated that not only the ILO but the international community as a whole owed David Morse a large debt. His insight into economic and social issues, combined with his qualities as a dynamic leader, had enabled him to convert his personal vision into concrete international programmes.

After expressing its sympathy to Mrs. Morse, the Governing Body observed a minute's silence in memory of the deceased.

Following the special sitting of the Governing Body, a commemorative symposium on "David Morse and the ILO", organised by the International Institute for Labour Studies, brought together a large gathering of prominent personalities, including Mrs. Morse, and former and serving ILO officials. The symposium heard moving tributes by Professor Roberto Ago, former Chairman of the Governing Body and Chairman of the Governing Body Committee on Freedom of Association, Mr. Francis Blanchard, former Director-General of the ILO, and Mr. Padmanabh Gopinath, Director of the Institute.

249th Session of the Governing Body of the International Labour Office (Geneva, 27 February–1 March 1991)

The 249th Session of the Governing Body of the International Labour Office was held from Wednesday, 27 February to Friday, 1 March 1991, under the chairmanship of Mr. G. Muhr (Worker member, Germany).

The agenda was as follows:

1. Approval of the minutes of the 248th Session (first part).¹
2. Report of the Eleventh Session of the Advisory Committee on Rural Development (Geneva, 22–30 October 1990).
3. Report of the Tripartite Symposium on Equality of Opportunity and Treatment for Men and Women Workers in Industrialised Countries (Geneva, 19–23 November 1990).
4. Report of the Advisory Meeting of Governing Body members from the Americas (Geneva, 16 February 1991).
5. Report of the Commission of Inquiry set up to examine the complaint concerning the observance by Nicaragua of 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), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), presented by several Employers' delegates to the 73rd Session (1987) of the International Labour Conference under article 26 of the Constitution of the ILO.²
6. Report of the Committee set up to examine the representation made by the National Confederation of Workers of Senegal under article 24 of the ILO Constitution alleging non-observance by Mauritania of the Protection of Wages Convention, 1949 (No. 95), the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Equality of Treatment (Social Security) Convention, 1962 (No. 118), and the Employment Policy Convention, 1964 (No. 122).
7. Proposal for the holding of a special sitting of the International Labour Conference at its 78th Session (1991) for the consideration of the Director-General's Report on the situation of workers of the occupied Arab territories.
8. Reports of the Committee on Freedom of Association.
9. Reports of the Programme, Financial and Administrative Committee.
10. Report of the Allocations Committee.
11. Report of the Committee on Standing Orders and the Application of Conventions and Recommendations.
12. Report of the International Organisations Committee.
13. Composition and agenda of standing bodies and meetings.
14. Symposia, seminars and similar meetings.³
15. Report of the Director-General.

¹ The Governing Body approved the minutes of the first part (i.e. the sittings held on 12–16 November 1990) of the 248th Session. Following the suspension of the 248th Session, a number of the items on its agenda had to be postponed to sittings held in February 1991. The minutes of those sittings were issued separately.

² The Governing Body postponed consideration of the report to its 250th Session (May–June 1991).

³ The Governing Body took note of the Office paper.

Supplementary reports:

- Obituary: Mr. David A. Morse, 1907–90.¹
 - Representation at the 78th Session (1991) of the International Labour Conference: non-member States; non-governmental international organisations.
 - Migrant workers affected by the Gulf crisis.²
 - Appointment of Mr. S. Z. Dajani as Assistant Director-General.²
 - Procedure for the appointment of Conference committees.
 - Complaint submitted by the Congress of South African Trade Unions (COSATU) against the Government of the Republic of South Africa.²
16. Appointment of Governing Body representatives on various bodies.
17. Programme of meetings.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.³

REPORT OF THE ELEVENTH SESSION OF THE ADVISORY COMMITTEE
ON RURAL DEVELOPMENT

(Geneva, 22–30 October 1990)

The Governing Body, having taken note of the report and conclusions adopted by the Committee, authorised the Director-General to communicate the report and conclusions to the governments of member States and, through them, to employers' and workers' organisations; to non-governmental international organisations having consultative status and to other concerned intergovernmental and non-governmental international organisations, and, further, requested him to take account of the Committee's conclusions when submitting future programme proposals.

REPORT OF THE TRIPARTITE SYMPOSIUM ON EQUALITY OF OPPORTUNITY AND TREATMENT
FOR MEN AND WOMEN WORKERS IN INDUSTRIALISED COUNTRIES

(Geneva, 19–23 November 1990)

The Governing Body, having taken note of the report, authorised the Director-General to communicate it to the governments of the member States concerned and, through them, to the employers' and workers' organisations concerned; to the intergovernmental organisations concerned, and to the non-governmental international organisations having consultative status and the other bodies and organisations concerned, and, further, requested him to take account of the conclusions and recommendations of the symposium in preparing future programme proposals.

¹ See above, pp. 97–98.

² The Governing Body took note of the report.

³ For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.

REPORT OF THE ADVISORY MEETING OF GOVERNING BODY MEMBERS
FROM THE AMERICAS

(Geneva, 16 February 1991)

The Governing Body, having taken note of the report, decided that the two technical subjects to be covered in the Director-General's Report to the Thirteenth Conference of American States Members of the ILO should be –

1. Economic restructuring and the world of work, it being understood that the chapter devoted to this subject should also include a discussion on human resources development on the lines suggested in the last subparagraph of paragraph 15 of the document submitted to the meeting.
2. Social security and the process of economic restructuring.

REPORT OF THE COMMITTEE SET UP TO EXAMINE THE REPRESENTATION MADE BY
THE NATIONAL CONFEDERATION OF WORKERS OF SENEGAL, UNDER ARTICLE 24 OF THE
ILO CONSTITUTION, ALLEGING NON-OBSERVANCE BY MAURITANIA OF THE
PROTECTION OF WAGES CONVENTION, 1949 (No. 95),
THE SOCIAL SECURITY (MINIMUM STANDARDS) CONVENTION, 1952 (No. 102),
THE DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION, 1958 (No. 111),
THE EQUALITY OF TREATMENT (SOCIAL SECURITY) CONVENTION, 1962 (No. 118),
AND THE EMPLOYMENT POLICY CONVENTION, 1964 (No. 122)

The Governing Body –

- (1) approved the report and in particular the conclusions and recommendations made in it;
- (2) invited the Government of the Islamic Republic of Mauritania to take the measures indicated in the Committee's conclusions on the questions it had examined, in particular –

(a) *Questions concerning Convention No. 111*

- (i) The Government should take all appropriate measures to determine, in all fairness and objectivity and in conformity with the applicable legal provisions, the nationality of the persons who had been displaced from Mauritanian territory following the events of April 1989 and who claimed Mauritanian nationality, in all cases in which this nationality was not considered as established.
- (ii) The Government should make every effort to make reparation for the prejudice suffered by Mauritanian nationals against whom there had been discrimination, by restoring their rights to them.

(b) *Questions concerning Convention No. 122*

- (i) See (a) (ii) above, under questions concerning Convention No. 111.
- (ii) The Government should take all appropriate measures to make reparation for all prejudice caused to displaced persons.

(c) *Questions concerning Convention No. 95*

The Government should take all the measures necessary with a view to a final settlement of the wages due to the persons concerned, in conformity with the relevant provisions of Convention No. 95.

(d) *Questions concerning Convention No. 118*

The Government should take the necessary measures, in conformity with the relevant provisions of Convention No. 118, to have established, and ensure the payment of, any benefits due to Mauritanian nationals who had left Mauritania;

- (3) invited the Government to secure the cooperation of the International Labour Office and of other concerned bodies, and in particular of those which participated in assisting and receiving the displaced persons, in taking the above-mentioned measures;
- (4) requested the Government to provide information on the measures which it had taken to implement the recommendations under items 2 and 3 above, as well as on the results of those measures, in the reports to be submitted not later than 15 October 1991 by the Government under article 22 of the Constitution, to enable these questions to be followed up by the Committee of Experts on the Application of Conventions and Recommendations;
- (5) requested the Director-General to bring to the attention of the Governing Body, at an appropriate time, the results of the examination of the situation by the standing supervisory bodies;
- (6) declared closed the procedure initiated under this representation.

PROPOSAL FOR THE HOLDING OF A SPECIAL SITTING OF THE INTERNATIONAL LABOUR CONFERENCE AT ITS 78TH SESSION (1991) FOR THE CONSIDERATION OF THE DIRECTOR-GENERAL'S REPORT ON THE SITUATION OF WORKERS OF THE OCCUPIED ARAB TERRITORIES

Report of the Officers of the Governing Body

Having taken note of the report, the Governing Body, in the light of its contents, and by a majority, decided in favour of the proposal for the holding of a special sitting at the 78th Session of the International Labour Conference for the consideration of the Director-General's Report on the situation of workers of the occupied Arab territories; and invited the Director-General to submit proposals to the Selection Committee of the Conference – if the conditions set out in paragraph 8 of the report were met – for the holding of the special sitting, based on the arrangements retained at the 77th Session of the Conference, subject to any changes or additions that might be made to them in the light of the Governing Body's discussions, in particular as regards the limitation of the number of speakers.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

277th Report

The Governing Body considered and adopted the 27th Report of its Committee on Freedom of Association.¹

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

Programme and Budget for 1990–91

The Governing Body took note of the information provided concerning the position of accounts as at 31 December 1990 and the collection of contributions from 1 to 31 January 1991.

¹The text of the report is reproduced in Series B of the *Official Bulletin*.

Incentive scheme for early payment of member States' assessed contributions

The Governing Body decided to propose that the International Labour Conference decide at its 78th Session (1991) to continue the incentive scheme for early payment of member States' assessed contributions and that it adopt a resolution to that effect.¹

International Centre for Advanced Technical and Vocational Training, Turin

Change in the name of the Centre and amendment to Article I of the Centre's Statute

The Governing Body approved the recommendation of the Board of the Turin Centre (a) to change the name of the Centre to the "International Training Centre of the ILO"; and (b) to amend Article I of the Centre's Statute to read as follows:

The object of the Centre shall be, in keeping with the principles set forth in the Preamble of the Constitution of the International Labour Organisation and in the Declaration of Philadelphia, to provide training activities at the service of economic and social development in accordance with, and through, the promotion of international labour standards. Its training activities, elaborated within the framework of the technical cooperation of the ILO, the United Nations system and other international organisations, are mainly addressed to people in senior positions in their member States.

Reimbursement of the advance made to the Working Capital Fund of the Turin Centre

The Governing Body accepted the recommendation of the Board of the Turin Centre that the advance of \$1.5 million made by the ILO in 1979 to the Centre for the purpose of constituting its Working Capital Fund should not be reimbursed.

Report of the Building Subcommittee

Progress report on the conversion of the premises to accommodate the services of the ILO Regional Office in Abidjan

The Governing Body authorised the acquisition and installation of electro-acoustical equipment for the meeting room of the ILO Regional Office for Africa in Abidjan and charging of the cost thereof, up to an amount not exceeding Sw.frs.100,000, to the Building and Accommodation Fund, in accordance with the provisions of article 11, paragraph 3, of the Financial Regulations.

Readaptation of the ILO's restaurant premises

The Governing Body authorised the execution of the work described in the document submitted to the Committee on this item and decided that its cost, amounting to Sw.frs.120,000, should be charged to the Building and Accommodation Fund, in accordance with the provisions of article 11, paragraph 3, of the Financial Regulations.

Personnel questions

Decisions of the United Nations General Assembly on the recommendations of the International Civil Service Commission (ICSC)

The Governing Body authorised the Director-General to amend the Staff Regulations to give effect in the ILO to the recommendations of the International Civil

¹The resolution was adopted by the Conference at its 78th Session. See *Official Bulletin*, 1991, Series A, No. 2.

Service Commission on the children's allowance for disabled children of General Service staff and the mobility, hardship and non-removal allowance and the assignment grant for internationally recruited General Service staff, with effect from 1 July 1990, the date of entry into force recommended by the ICSC.

Establishment of a Voluntary Thrift Benefit Fund for ILO officials

Following its decision to amend article 3.1.1. of the Staff Regulations¹, the Governing Body decided to establish a Voluntary Thrift Benefit Fund for ILO officials, as described in the Statute appended to the document submitted to the Committee on this item. Subject to the decision of the International Labour Conference on the pertinent draft resolution, a one-time endowment from the ILO of up to US\$4,875,000 would be financed from interest accruing to the Terminal Benefits Fund. The Governing Body then decided to submit a draft resolution to the Conference at its 78th Session (1991) in order to obtain its decision.²

It appointed the following of its members to the Provisional Management Committee of the Voluntary Thrift Benefit Fund:

<i>Government member:</i>	Mr. Y. Chotard (France);
<i>Employer member:</i>	Mr. R. Decosterd;
<i>Worker member:</i>	Mr. R. Vanni.

Matters relating to the Administrative Tribunal of the ILO

The Governing Body decided to submit to the International Labour Conference at its 78th Session (1991) a draft resolution extending the term of office of two deputy judges for a further period of three years.²

It approved the recognition of the Tribunal's jurisdiction by the International Union for the Protection of New Varieties of Plants.

Programme and Budget proposals for 1992-93

Subject to the positions taken and the reservations expressed during the discussion, the Governing Body decided –

- (a) to recommend to the International Labour Conference at its 78th Session (June 1991) a provisional programme level of \$376,168,000, estimated at the 1990–91 budget exchange rate of Sw.frs.1.75 to the US dollar, the final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessments to be determined by the Conference;
- (b) to propose to the Conference at the same session a resolution for the adoption of the programme and budget for the 63rd financial period (1992–93) and for the allocation of expenses among member States in that period.²

¹See *Official Bulletin*, 1991, Series A, No. 1.

²The resolution was adopted by the Conference at its 78th Session. See *Official Bulletin*, 1991, Series A, No. 2.

REPORT OF THE ALLOCATIONS COMMITTEE

Scale of assessment of contributions to the budget for the 1992-93 financial period

The Governing Body decided to propose to the International Labour Conference the adoption of a draft scale of assessment for 1992-93, subject to such adjustment as might be necessary following any further change in the membership of the Organisation before the Conference was called upon to adopt the recommended scale.¹

Procedure for the possible continuation of the work of the Allocations Committee during the Conference

The Governing Body authorised the Committee to continue its work, if necessary, after the Governing Body had finished its business on 1 June 1991 and to submit its report direct to the Finance Committee of Government Representatives of the Conference.

REPORT OF THE COMMITTEE ON STANDING ORDERS AND THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

Standing Orders

Eleventh Asian Regional Conference: Minimum timetable

The Governing Body decided to propose to the Conference that it should adopt, at its 78th Session in June 1991, a draft resolution authorising the Eleventh Asian Regional Conference to adopt the procedure outlined in paragraph 2 of the report notwithstanding the terms of the Rules.²

REPORT OF THE INTERNATIONAL ORGANISATIONS COMMITTEE

International Development Strategy for the Fourth United Nations Development Decade

The Governing Body, having taken note with satisfaction of the adoption of the International Development Strategy for the Fourth United Nations Development Decade, requested the Director-General to take account of the Strategy in formulating proposals for future programmes and budgets and medium-term plans and, also, to ensure that the ILO was fully associated in the implementation, review and appraisal of the Strategy, and that the concerns of the ILO, including particularly the promotion of human rights, employment and tripartite participation, were fully taken into account. It authorised him to inform the second regular session of the United Nations Economic and Social Council in 1991 that, in the view of the Governing Body, the ILO's participation in the preparation and implementation of the Strategy constituted its contribution to the implementation of the Declaration of the Special Session of the General Assembly Devoted to International Economic Cooperation, in particular the Revitalisation of the Economic Growth and Development of the Developing Countries.

¹ The Conference adopted the scale of contributions at its 78th Session.

² The resolution was adopted by the Conference at its 78th Session. See *Official Bulletin*, 1991, Series A, No. 2.

Report of the Eighth Session of the Joint IMO/ILO Committee on Training

(Geneva, 17–21 September 1990)

The Governing Body, having taken note of the report of the Eighth Session of the Joint IMO/ILO Committee on Training, including the reports of the working groups set up by the Committee, requested the Director-General to bring to the attention of the 26th Session of the Joint Maritime Commission (October 1991) the views expressed by the Joint Committee that consideration should be given to the revision of the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 (No. 109), and its supplementary Recommendation, 1958 (No. 109); and to enter into consultations with the Secretary-General of the IMO on the question of establishing a joint group of experts, to meet concurrently with the IMO Subcommittee on Standards of Training and Watchkeeping and without any budgetary implications for the Office, to draw up a uniform framework of procedures for the investigation of marine accidents which would identify whether, and if so to what extent, fatigue was a contributory factor in such accidents.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS¹

Standing bodies

Committee of Experts on the Application of Conventions and Recommendations

The Governing Body appointed, for a period of three years, Mr. Cassio Mesquita Barras (*Brazil*) and Mr. Toshio Yamaguchi (*Japan*) as members of the Committee of Experts on the Application of Conventions and Recommendations in order to fill the seats vacated as a result of the expiry of the terms of office of Mr. Katsuichi Ikawa (*Japan*) and Mr. Arnaldo Lopes Sussekund (*Brazil*).

78th Session of the International Labour Conference

(5–26 June 1991)

The Governing Body noted that, in addition to the intergovernmental organisations with which agreements had been concluded that provide for reciprocal representation or in respect of which the Governing Body had approved a standing invitation, the Director-General proposed to invite three *intergovernmental organisations* to attend the 78th Session of the Conference.

Joint Maritime Commission

(Twenty-Sixth Session, Geneva, 17–25 October 1991)

The Governing Body noted that, in accordance with Article 8.2 of the Standing Orders of the Joint Maritime Commission, the groups had appointed eight Shipowner regular members, one Shipowner deputy member and three Seafarer regular members in replacement of members who had resigned.

¹The names, titles and functions of the persons appointed by the Governing Body, as well as the names of the organisations and other entities invited to be represented at meetings, are given in the papers submitted to the Governing Body under the thirteenth item on its agenda.

Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission
(Fifth Session, Geneva, 10–15 October 1991)

The Governing Body decided that the Subcommittee should retain the composition formula of seven Government members, five Shipowner and five Seafarer members, the Shipowner and Seafarer members to be nominated by the respective groups of the Joint Maritime Commission.

It approved the following nominations for the Government members of the Subcommittee: India, Japan, Liberia, Norway, Philippines, USSR and United States, as well as the following nominations of governments to be placed on the reserve list: Spain, Poland (Europe); Indonesia, Singapore (Asia); Egypt, Morocco (Africa); Panama, Brazil (Americas). It further approved the nominations of five Shipowner members made after consultations with the Shipowner's group of the Joint Maritime Commission.

Meetings

Meeting of Experts on Safety and Health in Construction
(Geneva, 12–19 March 1991)

The Governing Body approved the nominations of one participant made after consultations with the Employer's group and of one participant plus two substitutes made after consultations with the Worker's group. It authorised the Director-General to invite two *governments* each to be represented by an observer at the meeting.

Forestry and Wood Industries Committee
(Second Session, Geneva, 17–25 April 1991)

The Governing Body authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the Second Session of the Forestry and Wood Industries Committee.

Joint Committee for Postal and Telecommunications Services
(Second Session, Geneva, 8–16 May 1991)

The Governing Body approved the nominations of four participants made after consultations with the Employer' group and of 20 participants plus 17 substitutes made after consultations with the Workers' group. It authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the session.

Tripartite Symposium on Structural Adjustment, Employment and Training
in Latin America and the Caribbean
(Caracas, 5–9 August 1991)

The Governing Body authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the symposium.

*Meeting of Members of the Panel of Consultants on Workers' Education
(Geneva, 23–27 September 1991)*

The Governing Body approved the following agenda for the meeting:

1. The development of the ILO Workers' Education Programme, with special emphasis on the problem areas covered and the consistency and impact of the means of action and the new approaches adopted since 1985.
2. The role of workers' education in the promotion of trade union rights.
3. The priority areas on which the programme should focus in the 1990s, taking into account the new challenges trade unions have to face in connection with social and economic change, especially in Eastern Europe, the impact of structural adjustment policies and current trends in employment structures, and the introduction of new technologies.

It approved the nominations of 25 members made after consultations with the Workers' group.

*Tripartite European Meeting on the Impact of Technological Change on
Work and Training
(Geneva, 7–12 October 1991)*

The Governing Body authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the meeting.

*Tripartite Symposium on the Future of Social Security in Industrialised Countries
(Geneva, 28–31 October 1991)*

The Governing Body authorised the Director-General to invite one *non-governmental international organisation* to be represented at the symposium.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body observed one minute's silence in tribute to the memory of Mr. M. A. Lounis Khodja (*Algeria*), former Employer deputy member of the Governing Body, and asked the Director-General to convey its sympathy to the family of the deceased.

*Composition of the Governing Body, Governing Body
Committees and various bodies*

Composition of the Governing Body

The Governing Body noted that the Government of Japan had appointed as its representative Mr. Hidetoshi Ukawa, Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Japan to the International Organisations in Geneva, and as its substitute representative Mrs. Ginko Sato, Assistant Minister of Labour.

It noted further that, in accordance with article 5, paragraph 5, of its Standing Orders, following the resignation of Mr. Yanaev, the Workers' group had appointed Mr. V. Shcherbakov as a regular member of the Governing Body and of the

committees of which Mr. Yanaev had been a member, with effect from the 249th Session (February–March 1991) of the Governing Body.

The Governing Body also noted that, following the resignation of Mr. Cheikh Seck (Employer deputy member), the Employer's group, in accordance with article 5, paragraph 5, of the Standing Orders, had appointed Mr. Ousmane Touré to replace him as an Employer deputy member.

Representation at the 78th Session (1991) of the International Labour Conference

Non-member States

The Governing Body authorised the Director-General to invite the Republic of Korea to be represented by a tripartite observer delegation at the 78th Session (1991) of the Conference, in accordance with article 2, paragraph 3(e), of the Standing Orders of the Conference.

Non-governmental international organisations

The Governing Body authorised the Director-General to invite three workers' and 16 other organisations to be represented at the 78th Session of the International Labour Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they had stated a special interest; and to inform the organisations concerned that they might nominate one person only for each of the agenda items in respect of which their interests had been recognised by the Selection Committee.

Procedure for the appointment of Conference Committees

The Governing Body recommended the Conference to reappoint Mr. Paul Gottret to the Panel from which the members of the Conference Appeals Board are selected for a further period of three years, that is, until 30 June 1994. It appointed the following three persons to serve on the Appeals Board, should it be required to meet for the 78th Session (1991) of the Conference: Mr. Georges Abi-Saab (*Egypt*), Mr. Luigi Cottafavi (*Italy*), and Mr. Paul Gottret (*Switzerland*). It also authorised the Director-General, if the Board was required to meet and any of these persons was unable to serve, to convene Mr. C. Calero Rodrigues (*Brazil*) or Mr. Pierre Laroque (*France*) so as to ensure that the Appeals Board was duly constituted.

APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Second Session of the Forestry and Wood Industries Committee (Geneva, 17–25 April 1991)

The Governing Body appointed the following delegation, the Government member of which would act as Chairman of the Committee:

<i>Government member:</i>	Mr. F. S. Duque Estrada Meyer (<i>Brazil</i>);
<i>Employer member:</i>	Mr. M. Arbesser-Rastburg;
<i>Worker member:</i>	Mr. J. Mugalla.

*Second Session of the Joint Committee for Postal and Telecommunications Services
(Geneva, 8–16 May 1991)*

The Governing Body appointed the following delegation, the Government member of which would act as Chairman of the Committee:

Government member: Mr. R. M. Filip (Romania);
Employer member: Mr. M. Nasr;
Worker member: Mr. K. Ahmed.

PROGRAMME OF MEETINGS

The Governing Body approved the following programme of meetings for the remainder of 1991.

<i>Date</i>	<i>Title of meeting</i>	<i>Place</i>
1991		
7–20 March	Committee of Experts on the Application of Conventions and Recommendations	Geneva
12–19 March	Meeting of Experts on Safety and Health in Construction	„
17–25 April	Forestry and Wood Industries Committee (Second Session)	„
8–16 May	Joint Committee for Postal and Telecommunications Services (Second Session)	„
23 May–1 June and immediately after the Conference	250th Session of the Governing Body and its Committees	„
5–26 June	78th Session of the International Labour Conference	„
19–21 June	Intergovernmental Committee of the Rome Convention (ILO/UNESCO/WIPO) (Thirteenth Ordinary Session)	Paris
22–26 July	Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART) (Special Session)	„
5–9 August	Tripartite Symposium on Structural Adjustment, Employment and Training in Latin America and the Caribbean	Caracas, Venezuela
23–27 September	Meeting of the Panel of Consultants on Workers' Education	Geneva
25 September–3 October	Textiles Committee (Twelfth Session)	„
7–12 October	Tripartite European Meeting on the Impact of Technological Change on Work and Training	„
10–15 October	Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission (Fifth Session)	„
17–25 October	Joint Maritime Commission (Twenty-sixth Session)	„
28–31 October	Tripartite Symposium on the Future of Social Security in Industrialised Countries	„
31 October–15 November	251st Session of the Governing Body and its Committees	„
On the occasion of the Governing Body session	Advisory Meeting of Governing Body members from Africa	„

Date	Title of meeting	Place
1991 (<i>cont.</i>)		
20–28 November	Second Joint Meeting on Conditions of Work of Teachers	Geneva
26 November–2 December	Eleventh Asian Regional Conference	Bangkok, Thailand
4–12 December	Food and Drink Industries Committee (Second Session)	Geneva
To be determined	Symposium on Labour Market Flexibility	To be determined

250th Session of the Governing Body of the International Labour Office

(Geneva, 30–31 May and 27 June 1991)

The 250th Session of the Governing Body of the International Labour Office was held on Thursday, 30 and Friday, 31 May, and on Thursday, 27 June 1991, under the chairmanship of Mr. G. Muhr (Worker member, Germany) and subsequently of Mr. Y. Chotard (Government representative, France), elected Chairman for 1991–92.

The agenda was as follows:

1. Approval of the minutes of the 248th Session (second part) and the 249th Session.¹
2. Agenda of the 80th Session (1993) of the International Labour Conference.
3. Annual report of the Governing Body to the International Labour Conference.²
4. Report of the Commission of Inquiry set up to examine the complaint concerning the observance by Nicaragua of 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), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), presented by several Employers' delegates to the 73rd Session (1987) of the International Labour Conference under article 26 of the Constitution of the ILO.³
5. Report of the Commission of Inquiry set up to examine the complaint concerning the observance by Romania of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made by delegates to the 76th Session (1989) of the International Labour Conference under article 26 of the Constitution of the ILO.³
6. Report of the Committee of Experts on the Application of Conventions and Recommendations (Geneva, 7–20 March 1991).³
7. Report of the Meeting of Experts on Safety and Health in Construction (Geneva, 12–19 March 1991).
8. Reports of the Committee on Freedom of Association.
9. Reports of the Programme, Financial and Administrative Committee.
10. Report of the Allocations Committee.
11. Report of the Industrial Activities Committee.
12. Report of the Committee on Discrimination.³
13. Composition and agenda of standing bodies and meetings.
14. Symposia, seminars and similar meetings.⁴
15. Report of the Director-General.

Supplementary reports:

- Representation at the 78th Session (1991) of the International Labour Conference: non-member States; non-governmental international organisations;

¹ The Governing Body approved the minutes.

² The Governing Body approved the report.

³ The Governing Body took note of the report.

⁴ The Governing Body took note of the Office paper.

- Proposals for improvements in the functioning of the International Labour Conference;
 - Revised standard programme for November sessions of the Governing Body;¹
 - Voluntary Thrift Benefit Fund for ILO officials;¹
 - Report of the Committee set up to examine the representation made by the Federation of Egyptian Trade Unions under article 24 of the ILO Constitution alleging non-observance by Iraq of the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equality of Treatment (Social Security) Convention, 1962 (No. 118);
 - Fact-finding and Conciliation Committee on Freedom of Association: Complaint against the Government of South Africa submitted by the Congress of South African Trade Unions;
 - Representation made by the International Confederation of Free Trade Unions under article 24 of the ILO Constitution alleging non-observance by Yugoslavia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
 - Pensionable remuneration and consequent pensions of officials in ungraded posts.¹
16. Questions arising out of the 78th Session of the International Labour Conference.²
 17. Appointment of Governing Body representatives on various bodies.
 18. Programme of meetings.
 19. Election of the Officers of the Governing Body for 1991–92.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.³

AGENDA OF THE 80TH SESSION (1993) OF THE INTERNATIONAL LABOUR CONFERENCE

The Governing Body requested that law and practice reports or more detailed proposals be prepared on all the subjects proposed in the Office paper, namely:

- (1) Part-time work;
- (2) Extension of the Labour Inspection Convention, 1947 (No. 81), to activities in the non-commercial services sector;
- (3) Revision of the list of occupational diseases appended to the Employment Injuries Benefits Convention, 1964 (No. 121);
- (4) Home work;
- (5) Drug and alcohol abuse (*general discussion*);
- (6) Intervention of private firms in the functioning of labour markets (*general discussion*);
- (7) The role of the ILO in technical cooperation (*general discussion*).

¹ The Governing Body took note of the report.

² The Governing Body had no paper before it under this item.

³ For a more detailed account see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.

REPORT OF THE MEETING OF EXPERTS ON SAFETY AND HEALTH IN CONSTRUCTION

(Geneva, 12–19 March 1991)

The Governing Body, having taken note of the report, authorised the Director-General to publish the Code of Practice on Safety and Health in Construction.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

(278th Report)

The Governing Body considered and adopted the 278th Report of its Committee on Freedom of Association.¹

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

Programme and Budget for 1990–91

The Governing Body took note of the information provided concerning the regular budget account and the Working Capital Fund.

Programme and Budget for 1992–93

Budget exchange rate

The Governing Body took note of the information provided concerning the budget exchange rate.

Treatment of premium on forward purchasing of dollar requirements for the 1992–93 biennium

The Governing Body decided to propose to the 78th Session (1991) of the International Labour Conference for adoption a draft resolution providing that any net premium payable under the Swiss franc assessment system in the 1992–93 financial period should be charged to miscellaneous income.²

Report of the Building Subcommittee

Progress report on the conversion of the premises to accommodate the services of the ILO Regional Office for Africa in Abidjan

The Governing Body decided that the members of the Building Subcommittee should represent the Governing Body at the inauguration of the building of the Regional Office for Africa; and that the cost of such representation, estimated at \$10,000, should be financed by savings in Part I of the budget.

¹ The text of the report is reproduced in Series B of the *Official Bulletin*.

² The resolution was adopted by the Conference at its 78th Session. See *Official Bulletin*, 1991, Series A, No. 2.

Appointment of External Auditor and Deputy External Auditor

The Governing Body decided that the holder of the office of Comptroller and Auditor-General of the United Kingdom and the holder of the office of Deputy Comptroller and Auditor-General of the United Kingdom be appointed as External Auditor and Deputy External Auditor respectively for a period of four years from 1 April 1992.

Delegation of authority under article 18 of the Standing Orders of the Conference

The Governing Body delegated to its Officers, for the period of the 78th Session of the International Labour Conference, the authority to carry out its responsibilities under article 18 of the Standing Orders of the Conference in relation to proposals involving expenditure in the 62nd financial period ending 31 December 1991.

Other financial and general questions

Financial arrangements for the examination by the Fact-finding and Conciliation Commission on Freedom of Association (FFCC) of allegations of breaches of the principles of freedom of association by the Government of South Africa submitted by the Congress of South African Trade Unions¹

The Governing Body decided that an honorarium of \$250 per day should be paid to the three members of the FFCC who constitute the panel to examine the complaint; that the cost of the Commission in 1990–91, estimated at \$26,500, should be financed in the first instance by savings within Part I of the budget or, failing that, be charged to Part II and, to the extent this was not possible, be financed by a withdrawal from the Working Capital Fund under article 19.1(b) of the Financial Regulations; and that the cost of the Commission in 1992–93, estimated at \$500,000, should be financed in the first instance from savings in Part I of the budget or, failing that, charged to Part II of the budget.

Personnel questions

Salaries and allowances for General Service category staff in Geneva

The Governing Body:

- (a) approved the amendments to the Staff Regulations set out in the Appendix to the Office paper, which would introduce for the General Service category in Geneva the new salary scales and the new levels of spouse allowance, children's allowance and secondary dependants' allowance and of the language allowance with effect from 1 January 1991;
- (b) approved the revised provisions for interim adjustments with effect from 1 January 1991;
- (c) decided that the unbudgeted additional costs of these measures in 1990–91, estimated at US\$2.1 million, should be financed in the first instance by savings in Part I of the Budget for 1990–91, or, failing that, charged to Part II (Unforeseen expenditure) and, to the extent that this was not possible, financed by a withdrawal from the Working Capital Fund under article 19.1(b) of the Financial Regulations.

¹ See also p. 126 below.

REPORT OF THE ALLOCATIONS COMMITTEE

Assessment of the contributions of new member States

Assessment of the contribution of Albania

The Governing Body decided to propose to the Conference that the contribution of Albania to the ILO budget for the period of its membership of the Organisation during 1991 be based upon an annual assessment rate of 0.01 per cent; and that it adopt the draft scale of assessments for 1992 as set out in column 3 of the Appendix to the report, subject to such adjustments as might be necessary following any further change in the membership of the Organisation before the Conference was called upon to adopt the recommended scale.

REPORT OF THE INDUSTRIAL ACTIVITIES COMMITTEE

Review of the purposes and functions of Industrial and Joint Committees and standing technical committees

The Governing body –

- (a) approved the following text to be inserted in the new Standing Orders¹ for these committees and meetings as a footnote in order to clarify to which meetings they are to apply;

The term “committee(s)” applies in these Standing Orders to the 12 established sectoral committees; the five regular tripartite technical meetings; the Joint Committee on the Public Service; and the standing technical committees covering at present educational personnel, health and medical services and postal and telecommunications services.

- (b) approved the title of the new Standing Orders to read “Standing Orders for established or regular sectoral committees and meetings”;
- (c) adopted the revised “Purposes and functions” text, including the “Introductory note on the International Labour Organisation”, due account being taken of the observations made by the Committee;
- (d) approved the principle of a set of rules to govern the conduct of ad hoc meetings convened under the Sectoral Activities Programme and referred considerations of the draft text to the Committee on Standing Orders and the Application of Conventions and Recommendations at the 251st Session (November 1991) of the Governing Body;
- (e) requested the Director-General to submit a paper to the Committee at the Governing Body’s 251st Session (November 1991) containing proposals concerning the scope and mandate of the regular Tripartite Technical Meeting that is to deal with rural issues.

Report of the Meeting of Experts on Civil Aviation

The Governing Body, having taken note of the report, authorised the Director-General to communicate it to the governments of member States and, through them, to the employers’ and workers’ organisations concerned; to the intergovernmental

¹ See below, p. 154.

organisations concerned and to the non-governmental international organisations having full consultative status, as well as to the other bodies and organisations concerned.

Report of the Tripartite Meeting on Conditions of Employment and Work of Journalists

The Governing Body authorised the Director-General to communicate the report of the Tripartite Meeting on Conditions of Employment and Work of Journalists to governments, requesting them to communicate it to the employers' and workers' organisations concerned; and to the intergovernmental organisations and international employers' and workers' organisations concerned.

Third Tripartite Meeting for the Printing and Allied Trades: Effect to be given to the conclusions and resolutions of the Meeting¹

The Governing Body –

- (a) authorised the Director-General to communicate the texts mentioned in paragraph 33 of the report, which were adopted by the Third Tripartite Technical Meeting for the Printing and Allied Trades –
 - (i) to governments, informing them that the Governing Body had taken note of the texts and requesting them to communicate these texts to the employers' and workers' organisations concerned;
 - (ii) to the international organisations of employers and workers concerned;
- (b) requested the Director-General to draw the special attention of governments and, through them, that of the employers' and workers' organisations concerned, as well as that of the international employers' and workers' organisations concerned, to –
 - (i) the report and conclusions (No. 15) concerning security of employment and income in the light of structural and technological change in the printing and allied trades, having regard to other media;
 - (ii) the report and conclusions (No. 16) concerning conditions of work in the printing and allied trades;
- (c) requested the Director-General –
 - (i) to draw the attention of governments and, through them, that of the employers' and workers' organisations concerned; as well as that of international employers' and workers' organisations concerned, to the conclusions and resolutions mentioned in section I, group C, of the Classification;
 - (ii) when planning the future programme of the Office, to continue to bear in mind the wishes expressed by the Third Tripartite Technical Meeting for the Printing and Allied Trades in the conclusions and resolutions listed in section II, group B, of the Classification, with a view to giving effect to the requests contained therein and addressed to the Office;
- (d) decided to bear in mind the wishes expressed by the Third Tripartite Technical Meeting for the Printing and Allied Trades in the relevant paragraphs of its resolutions Nos. 17 to 23;
- (e) requested the Director-General to bear in mind, when planning the future programme of work of the Office, the wishes expressed by the Third Tripartite Technical Meeting for the Printing and Allied Trades in the relevant paragraphs of its conclusions Nos. 15 and 16 and of its resolutions Nos. 17, 18, 20 and 21.

¹ For the texts of the conclusions and resolutions adopted by the Meeting see pp. 142–153 below.

*Periodic reports on the effect given to the requests of
Industrial Committees and similar bodies*

The Governing Body took note of the information provided in connection with the periodic report on the effect given to the requests made by the Tenth Session of the Chemical Industries Committee.

*Programme of industrial meetings, 1992-93:
Agenda of two as yet unspecified smaller meetings*

The Governing Body decided to select the Tripartite Meeting on the Consequences for Management and Personnel of the Restructuring of Railways for the programme of industrial meetings for the 1992-93 biennium; and postponed its decision on the choice of the second smaller meeting to its 251st Session (November 1991) and requested the Director-General to submit to the Industrial Activities Committee proposals taking due account of the views expressed by members of the Committee.

Twelfth Session of the Textiles Committee

The Governing Body authorised the Director-General to invite one *inter-governmental organisation* and 15 *non-governmental international organisations* to be represented by observers at this Meeting.

Second Joint Meeting on Conditions of Work of Teachers

The Governing Body authorised the Director-General to invite six *non-governmental international organisations* to be represented by observers at this Meeting.

Second Session of the Food and Drink Industries Committee

The Governing Body authorised the Director-General to invite five *non-governmental international organisations* to be represented by observers at this Meeting.

Twelfth Session of the Inland Transport Committee

The Governing Body authorised the Director-General to invite three *intergovernmental organisations* and nine *non-governmental international organisations* to be represented by observers at this Meeting.

Fourth Tripartite Technical Meeting for the Leather and Footwear Industry

The Governing Body authorised the Director-General to invite four *non-governmental international organisations* to be represented at this Meeting.

*Tripartite Meeting on Conditions of Employment and
Work of Performers: Composition*

The Governing Body invited the governments of the following ten member States to send representatives to the Tripartite Meeting on Conditions of Employment and Work of Performers: Côte d'Ivoire, Nigeria (Africa); Mexico, United States (Americas); India, Japan and Thailand (Asia); Czechoslovakia, France and USSR (Europe);

placed the following countries on the reserve list: Cameroon, Egypt and Zimbabwe (Africa); Argentina, Brazil and Venezuela (Americas); Australia, Bangladesh and Indonesia (Asia); Germany, Spain and the United Kingdom (Europe); decided to appoint the Employer and Worker members on the basis of nominations submitted by the Employers' and Workers' groups of the Governing Body; and fixed the closing date for the acceptance of invitations at 31 October 1991.

*Tripartite Meeting on Social and Labour Issues in the Pulp and Paper Industry:
Composition*

The Governing Body noted that the Industrial Activities Committee had decided to postpone consideration of the Meeting's composition to its next meeting in November 1991.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS¹

Standing bodies

Joint Maritime Commission (Twenty-sixth Session, Geneva, 17–25 October 1991)

Composition

The Governing Body noted that, in accordance with article 8.2 of the Standing Orders of the Joint Maritime Commission, following the resignation of Mr. M. Aasarod (*Norway*), the Seafarers' group had appointed Mr. T. Gjestrum (*Norway*), Director of the Norwegian Seamen's Union, to replace him, and that the Seafarers' group had also appointed Mr. J. Newman (*United Kingdom*), General Secretary of the National Union of Marine, Aviation and Shipping Transport Officers (NUMAST), as a substitute member.

*Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission
(Fifth Session, Geneva, 10–15 October 1991)*

Composition

The Governing Body approved five nominations made after consultations with the Seafarers' group of the Joint Maritime Commission.

Joint ILO/WHO Committee on Occupational Health (Eleventh Session)

Agenda

The Governing Body approved the following agenda for the session:

1. Assessment of trends in occupational health.
2. Advice on priority fields of action in occupational health.

Composition

The Governing Body decided that the Committee should consist of 12 members, six appointed by each agency for a period of six years; of the six ILO members, two

¹ The names, titles and functions of the persons appointed by the Governing Body, as well as the names of the organisations and other entities invited to be represented at meetings, are given in the papers submitted to the Governing Body under the thirteenth item on its agenda.

would be appointed after consultations with governments, two after consultations with the Employers' group and two after consultations with the Workers' group of the Governing Body.

It noted that, bearing in mind the selection to be made by the WHO and the need for regional distribution, in order to obtain the two government nominations the Director-General intended to consult the Governments of Australia and the United States and, if necessary, to approach the Governments of Germany and Uganda to obtain substitute nominations.

It also noted that the Director-General intended to invite two *intergovernmental organisations* to be represented at the session.

Furthermore, it authorised the Director-General, in agreement with the WHO, to invite eight *non-governmental international organisations* to be represented by observers at the session.

Meetings

Tripartite Symposium on Structural Adjustment. Employment and Training in Latin America and the Caribbean (Caracas, 12–16 August 1991)

The Governing Body approved the nominations of nine participants made after consultations with the Employers' group of the Governing Body and of the eight participants plus two substitutes made after consultations with the Workers' group. It authorised its Officers to approve the remaining nominations on its behalf. It also authorised the Director-General to invite a *government* to be represented by an observer at the symposium.

Meeting of Members of the Panel of Consultants on Workers' Education (Geneva, 23–27 September 1991)

The Governing Body appointed 13 consultants to the Panel until 30 November 1991.

Tripartite European Meeting on the Impact of Technological Change on Work and Training (Geneva, 7–12 October 1991)

The Governing Body approved the nominations of nine participants made after consultations with governments and of nine participants plus two substitutes and of nine participants plus one substitute, made after consultations with the Employers' and Workers' groups respectively. It authorised its Officers to approve the remaining nominations on its behalf. It noted that the Director-General intended to invite six *intergovernmental organisations* to be represented at the Meeting.

Tripartite Symposium on the Future of Social Security in Industrialised Countries (Geneva, 28–31 October 1991)

The Governing Body approved the nominations of one participant made after consultations with governments and of five participants plus three substitutes made after consultations with the Workers' group. It authorised its Officers to approve the remaining nominations on its behalf. It also authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the symposium.

*Second Joint Meeting on Conditions of Work of Teachers
(Geneva, 20–28 November 1991)*

The Governing Body authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the Meeting.

*Eleventh Asian Regional Conference
(Bangkok, 26 November–2 December 1991)*

The Governing Body authorised the Director-General to invite one *non-governmental international organisation* to be represented by an observer at the Eleventh Asian Regional Conference.

*Advisory Group Meeting on the Revision of the Basic Safety
Standards for Radiation Protection*

Agenda

The Governing Body noted that the objective of the Advisory Group Meeting was to revise the 1982 IAEA/ILO/WHO/NEA-OECD Basic Safety Standards in cooperation with the other agencies to reflect new scientific findings and to give effect to the recommendations made in 1990 by the International Commission on Radiological Protection (ICRP); that, as in the case of preparations for the adoption of the 1982 Basic Safety Standards, the International Atomic Energy Agency (IAEA) would convene an advisory group meeting to examine a draft of the revised Standards, prepared by the joint secretariat of the IAEA, ILO, WHO, the Nuclear Energy Agency (NEA) of the OECD and possibly the FAO and the Pan-American Health Organisation (PAHO); and that it was planned to submit the revised Standards in due course to the respective governing bodies of the participating agencies for approval of their publication.

Composition

The Governing Body decided that two ILO experts should participate in the advisory group Meeting, one nominated after consultations with the Employers' group of the Governing Body and the other after consultations with the Workers' group.

Meeting of Experts on Labour Statistics (28 January–6 February 1992)

Agenda

The Governing Body approved the following agenda:

1. The measurement of employment in the informal sector.
2. Revision of the International Classification of Status in Employment.

Composition

The Governing Body decided that 16 experts should be nominated after consultations with governments, eight after consultations with the Employers' group, and eight after consultations with the Workers' group. It took note that the Director-General intended to invite eight *intergovernmental organisations* to be represented at the Meeting.

*Meeting of Experts on Safety in the Use of Chemicals at Work
(24 March–1 April 1992)*

Agenda

The Governing Body approved the following agenda: Examination and approval of a Code of Practice on Safety in the Use of Chemicals at Work.

Composition

The Governing Body decided that seven experts should be nominated after consultations with governments, seven after consultations with Employers' group, and seven after consultations with the Workers' group. It noted that, in order to obtain the government nominations, the Director-General intended to consult the Governments of Australia, Chile, India, Germany, Nigeria, the USSR and the United States, and to consult the Governments of Canada, Kenya or the United Kingdom in the event that any of those governments were unable to nominate an expert. It also noted that the Director-General intended to invite ten *intergovernmental organisations* and *programmes* to the Meeting. Furthermore, it authorised him to invite eight *non-governmental international organisations* to be represented by observers at the Meeting.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body paid tribute to the memory of Mr. Jef Houthuys (*Belgium*), former Worker Vice-Chairman of the Conference Committee on the Application of Standards, and asked the Director-General to convey its sympathy to his family.

Membership of the Organisation

The Governing Body noted that Albania had rejoined the Organisation on 22 May 1991.

*Composition of the Governing Body, Governing Body committees
and various bodies*

The Governing Body noted that, in accordance with article 5, paragraph 5, of the Standing Orders, following the death of Mr. Lounis Khodja (*Algeria*) and the resignation of Mr. Cheik Seck (*Senegal*), the Employers' group had appointed Mr. Ould Sidi Mohamed Ali (*Mauritania*) and Mr. Osmane Touré (*Mali*) as deputy members of the Governing Body, and Mr. P. I. Beye (*Senegal*) and Mr. A. Houssaini (*Morocco*) to fill the substitute vacancies thus created; that following the resignation of Mr. Harjono (*Indonesia*), the Employers' group had appointed Mr. Tan Peng Boo (*Singapore*) as a substitute member; and that the Employers' group had appointed Mr. B. K. Choudhary (*Nepal*) as a substitute member.

It also noted that, in accordance with article 5, paragraph 5, of the Standing Orders, following the resignation of Mr. J. Baker (*United States*), Mr. R. Mercier (*Canada*), Mr. G. Muhr (*Germany*) and Mr. J. Svenningsen (*Denmark*), the Workers' group had appointed respectively Mr. C. Gray (*United States*), Mrs. S. Carr (*Canada*), Mrs. U. Engelen-Kefer (*Germany*) and Mr. K. Tapiola (*Finland*) as regular members of the Governing Body and of the committees of which the former had respectively been

members, with effect from the 251st Session of the Governing Body; and that, following the resignation of Mr. L. Kaczynski (*Poland*), the Workers' group had appointed Mr. T. Wojcik (*Poland*) as a deputy member of the Governing Body and of the committees of which the former had been a member.

Furthermore, it took note of the information provided concerning the progress of international labour legislation, internal administration, and publications and documents.

Representation at the 78th Session (1991) of the International Labour Conference

Non-member States

The Governing Body authorised the Director-General to invite the Sultanate of Oman to be represented at the 78th Session (1991) of the Conference, in accordance with article 2, paragraph 3(e), of the Standing Orders of the Conference.

Non-governmental international organisations

The Governing Body authorised the Director-General to invite three employers', 35 workers' and 13 other organisations to be represented at the 78th Session (1991) of the Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they had stated a special interest; and to inform the organisations concerned that they might nominate one person only for each of the agenda items in respect of which their interest had been recognised by the Selection Committee.

Proposals for improvements in the functioning of the International Labour Conference

The Governing Body decided to set up a working party to consider this question, and requested the Director-General to submit, for consideration at a sitting to be held immediately after the 78th Session of the Conference, proposals concerning the composition, terms of reference and timetable of work for the working party.

Composition

At its post-Conference sitting on 27 June 1991 the Governing Body decided that the working party should be composed of 14 Government members, three per region together with the Chairman of the Governing body as an ex officio member and a Chairman nominally proposed by the Government group (Mrs. L. Caron of Canada), seven Employer members and seven Worker members, it being understood that substitute members would be called upon only in so far as a regular member was unable to attend.

It appointed the working party as follows:

Government members:

Africa:

Cameroon
Morocco
Nigeria

Substitutes: Congo
Kenya
Tunisia

Americas:

Peru
United States
Venezuela

<i>Asia:</i>	Australia Japan Philippines
<i>Europe:</i>	Denmark USSR United Kingdom
<i>Employer members:</i>	Miss C. Hak Mr. J. von Holten Mr. M. Nasr Mr. B. Noakes Mr. J.-J. Oechslin Mr. T. D. Owuor Mr. J. A. de Regil Gómez
<i>Worker members:</i>	Mr. Khurshid Ahmed Mr. M. Blondel Mrs. S. Carr Mr. J. Morton Mr. J. Mugalla Mr. A. Sánchez Madariaga Mr. R. Vanni

Terms of reference

The Governing Body entrusted the working party with the task of proposing improvements in the functioning of the Conference in the light of the objectives set out in paragraphs 8 and 9 of the report.¹

Timetable

The Governing Body decided that the working party should hold its first meeting at the 251st Session (November 1991) of the Governing Body (on Monday, 4 November, and Tuesday morning, 5 November 1991) and report to the Governing Body, as appropriate, on the arrangements for the pursuit of its work or on the outcome of the latter.

¹ Paragraphs 8 and 9 of the report (document GB. 250/15/28) read as follows:

8. In these circumstances [i.e. there remained some differences of opinion in the Governing Body on the issues or specific improvements to be examined], it would seem preferable to define the mandate of the working party essentially in terms of the objective to be reached. Indeed, there seems to be agreement that the reforms to be envisaged should aim at strengthening the effectiveness of the Conference, i.e. enabling it to fulfil its constitutional and legislative functions better, at lesser financial cost and within a shorter time-frame. This could be achieved by streamlining procedures which needlessly complicate or delay its functioning or which are costly and also perhaps by spacing out the discussion of non-technical and non-standard-setting questions on its agenda.

9. Within this general framework, the working party might itself draw up the list of improvements it wished to discuss, while bearing in mind the need to maintain the coherence of the ILO's system of meetings as well as the possible consequences of the 1986 constitutional reform. It would have at its disposal the various papers which have previously been prepared by the Office on this subject. The Office could further prepare, provided that it was requested to do so sufficiently in advance (for example, by the beginning of October 1991 if the timetable proposed below is accepted), more detailed notes on particular improvements which any member of the working party might wish to have examined. The Office might thus, for example, study in more detail the possibility already mentioned in document GB. 250/15/5 (para. 15) of simplifying and speeding up the opening proceedings of the Conference and of reviewing the role of the Selection Committee.

Report of the Committee set up to consider the representation made by the Federation of Egyptian Trade Unions under article 24 of the ILO Constitution alleging non-observance by Iraq of the Protection of Wages Convention, 1949 (No. 95), the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equality of Treatment (Social Security) Convention, 1962 (No. 118)

The Governing Body —

- (1) approved the final report of the Committee, and in particular the conclusions and recommendations made in it;
- (2) invited the Government of Iraq to take the measures indicated in the Committee's conclusions on the questions it had examined, in particular —

(a) *Questions concerning Convention No. 95:*

- (i) the Government should take all appropriate measures so that, taking into account the circumstances in which the workers concerned had left Iraq and the consequent difficulties in establishing the proof of the debt owed on the wages, the parties might, with the help of the International Labour Office and of the organisations which had assisted the workers concerned, determine the number of workers involved and the amounts owed to them;
- (ii) the Government should take the measures necessary for the effective payment of the amounts owed to Egyptian workers, as determined according to the above recommendation, within the shortest possible period;
- (iii) the Government should communicate, in its reports to be transmitted under article 22 of the Constitution on the application of the Protection of Wages Convention, 1949 (No. 95), information on the measures taken or envisaged to give effect to these recommendations in order to enable the supervisory bodies of the ILO to continue the examination of the questions dealt with in the report;

(b) *Questions concerning Convention No. 105:*

- (i) the Government should take the necessary measures to repeal, in so far as they were still in force, the provisions of the Penal Code and the Revolutionary Command Council Resolutions which prevented workers from terminating their employment by giving notice of reasonable length and which provided for penalties involving compulsory labour as a means of labour discipline;
- (ii) pending the repeal of these provisions, the Government should take the necessary measures to enable all workers wishing to terminate their employment relationship, in particular the Egyptian workers wishing to return to their country, to leave their jobs by giving notice of reasonable length and without being liable to sanctions or deprivation of rights accrued from previous service;
- (iii) the Government should communicate, in its reports to be transmitted under article 22 of the Constitution on the application of the Abolition of Forced Labour Convention, 1957 (No. 105), information on the measures taken or envisaged to give effect to these recommendations in order to enable the supervisory bodies of the ILO to continue the examination of the questions dealt with in the report;

(c) *Questions concerning Convention No. 118:*

- the Government of Iraq should furnish, in its next report on the application of the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), information on equality of treatment of foreign workers under that Convention;
- (3) requested the Director-General to bring to the attention of the Governing Body, at an appropriate time, the results of the examination of the situation by the standing supervisory bodies;
- (4) declared closed the procedure initiated under this representation.

*Fact-finding and Conciliation Commission on Freedom of Association:
Complaint against the Government of South Africa submitted by the Congress of
South African Trade Unions¹*

The Governing Body appointed the following persons as members of the Fact-finding and Conciliation Commission on Freedom of Association, to fill vacancies which had arisen:

Mr. Justice Michael Kirby (*Australia*), President of the Court of Appeal of New South Wales, formerly Deputy President of the Australian Conciliation and Arbitration Commission and Chairman of the Australian Law Reform Commission;

Mr. Justice Rajsoomer Lallah (*Mauritius*), Senior Puisne Judge of the Supreme Court of Mauritius, member and former Chairman of the United Nations Human Rights Committee.

It decided that the allegations of breaches of the principles of freedom of association by the Government of South Africa which were transmitted to the Governing Body by the United Nations Economic and Social Council in May 1991 should be referred to the Fact-finding and Conciliation Commission for consideration, and that the panel of the Commission should be composed as follows:

Chairman: Sir William Douglas (*Barbados*)

Members: Mr. Justice Michael Kirby
Mr. Justice Rajsoomer Lallah

Representation made by the International Confederation of Free Trade Unions under article 24 of the Constitution of the ILO alleging non-observance by Yugoslavia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

The Governing Body decided that the representation was receivable, and set up a committee with the following composition to examine it:

*Government member:*²

Employer member: Miss C. Hak

Worker member: Mr. M. Blondel

¹See also p. 115 above.

²The Governing Body authorised its Officers to approve the nomination.

APPOINTMENT OF GOVERNING BODY REPRESENTATIVES ON VARIOUS BODIES

Twelfth Session of the Textiles Committee (Geneva, 25 September–3 October 1991)

The Governing Body appointed the following delegation to represent it at the session:

Government member and

Chairman of the session: Mr. W. Dejong (*Australia*)

Employer member: Mr. M. Nasr

Worker member: Mr. V. G. Gopal

Joint Maritime Commission (Twenty-sixth Session) (Geneva, 17–25 October 1991)

The Governing Body noted that its Chairman would act as ex officio Chairman of the session, and appointed the following as members of its delegation:

Employer member: Miss A. M. Mackie

Worker member: Mr. M. P. Sundaram

Second Joint Meeting on Conditions of Work of Teachers (Geneva, 20–28 November 1991)

The Governing Body appointed the following delegation to represent it at the meeting:

Government member and

Chairman of the meeting: Mr. M. Kchaou (*Tunisia*)

Employer member: Mr. M. Arbesser-Rastburg

Worker member: Mr. N. L. Zimba

Eleventh Asian Regional Conference (Bangkok, 26 November–2 December 1991)

In addition to the Chairman of the Governing Body, who would be an ex officio member of its delegation, the Governing Body appointed the following delegation to represent it at the Conference:

Government member: Mr. C. F. Mayoral (*Argentina*)

Employer member: Mr. W. D. Lindner

Worker member: Mr. J. Morton

PROGRAMME OF MEETINGS

The Governing Body approved the following programme of meetings for the remainder of 1991 and for 1992:

Date	Title of meeting	Place
1991		
22–26 July	Special Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART)	Paris

Date	Title of meeting	Place
1991 (cont.)		
12–16 August	Tripartite Symposium on Structural Adjustment, Employment and Training in Latin America and the Caribbean	Caracas, Venezuela
23–27 September	Meeting of Members of the Panel of Consultants on Workers' Education	Geneva
25 September–3 October	Textiles Committee (Twelfth Session)	"
7–12 October	Tripartite European Meeting on the Impact of Technological Change on Work and Training	"
10–15 October	Tripartite Subcommittee on Seafarers' Welfare of the Joint Maritime Commission (Fifth Session)	"
17–25 October	Joint Maritime Commission (Twenty-sixth Session)	"
28–31 October	Tripartite Symposium on the Future of Social Security in Industrialised Countries	"
31 October–15 November	251st Session of the Governing Body and its Committees	"
On the occasion of the Governing Body session	Advisory Meeting of Governing Body Members from Africa	"
20–28 November	Second Joint Meeting on Conditions of Work of Teachers	"
26 November–2 December	Eleventh Asian Regional Conference	Bangkok, Thailand
4–12 December	Food and Drink Industries Committee (Second Session)	Geneva
1992		
January	Advisory Group Meeting on the Revision of the Basic Safety Standards for Radiation Protection	Geneva
22–30 January	Inland Transport Committee (Twelfth Session)	"
28 January–6 February	Meeting of Experts on Labour Statistics	"
12–20 February	Fourth Tripartite Technical Meeting for the Leather and Footwear Industry	"
20 February–6 March	252nd Session of the Governing Body and its Committees	"
12–25 March	Committee of Experts on the Application of Conventions and Recommendations	"
24 March–1 April	Meeting of Experts on Safety in the Use of Chemicals at Work	"
1–9 April	Iron and Steel Committee (Twelfth Session)	"
27–29 April	Joint ILO/WHO Committee on Occupational Health (Eleventh Session)	"
5–13 May	Tripartite Meeting on Conditions of Employment and Work of Performers	"
21–30 May and immediately after the Conference	253 Session of the Governing Body and its Committees	"
3–24 June	79th Session of the International Labour Conference	"
23 September–1 October	Standing Technical Committee for Health and Medical Services (First Session)	"
20–28 October	Tripartite Meeting on Social and Labour Issues in the Pulp and Paper Industry	"
5–20 November	254th Session of the Governing Body and its Committees	"
On the occasion of the Governing Body session	Advisory Meeting of Governing Body Members from Europe	"
2–10 December	Building, Civil Engineering and Public Works Committee (Twelfth Session)	"
To be determined	Thirteenth Conference of American States Members of the ILO	To be determined

ELECTION OF THE OFFICERS OF THE GOVERNING BODY FOR 1991-92

Election of the Chairman

The Governing Body elected Mr. Yvon Chotard, representative of the Government of France on the Governing Body, as its Chairman for the year 1991-92.

Election of the Vice-Chairmen

The Governing Body elected Mr. J.-J. Oechslin (*France*) as Employer Vice-Chairman and Mr. J. Morton (*United Kingdom*) as Worker Vice-Chairman for the year 1991-92.

European Agreement concerning the Provision of Medical Care to Persons during Temporary Residence

The instrument of ratification by the USSR of the European Agreement concerning the Provision of Medical Care to Persons during Temporary Residence, adopted in Geneva on 17 October 1980 by the Governmental Conference convened for the adoption of this Agreement, was deposited with the Director-General of the International Labour Office on 24 September 1991. The Agreement came into force for the USSR on 1 November 1991.

Official Measures Taken regarding Decisions of the International Labour Conference¹

Instrument for the Amendment of the Constitution of the International Labour Organisation, 1986²

Ratification

In accordance with Article 3 of the Instrument for the amendment of the Constitution of the International Labour Organisation, 1986, the following ratification has been communicated to the Director-General of the International Labour Office:

State	Date received
Argentina	14 October 1991

The total number of ratifications and acceptances has thus risen to eighty-one, including three by States of chief industrial importance.

¹Period covered: 1 July 1991 to 15 October 1991.

²For the text of this Instrument, see *Official Bulletin*, 1986, Series A, No. 2, page 60.

Ratifications of International Labour Conventions

Notice is hereby given that the Director-General of the International Labour Office has registered the undermentioned ratifications of international labour Conventions. In pursuance of article 20 of the Constitution of the International Labour Organisation, particulars of these ratifications have been communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office on the legal status of the State having communicated such information (including the communication of a ratification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

State	Convention	Date of registration of ratification	Date on which ratification will take effect
Algeria	Seafarers' Identity Documents Convention, 1958 (No. 108)	13 August 1991	13 August 1992
Colombia	Indigenous and Tribal Peoples Convention, 1989 (No. 169)	7 August 1991	7 August 1992
Costa Rica	Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)	23 July 1991	23 July 1992
	Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	„	23 July 1991
	Rural Workers' Organisations Convention, 1975 (No. 141)	„	23 July 1992
	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	„	„
Cyprus	Social Security (Minimum Standards) Convention, 1952 (No. 102)	3 September 1991	3 September 1992

In accordance with Article 2(b) of the Convention, the obligations of the Convention has been accepted in respect of Parts III, IV, V, and IX.

Guatemala	Safety and Health in Construction Convention, 1988 (No. 167)	7 October 1991	7 October 1992
Philippines	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	23 August 1991	23 August 1992
Spain	Social Security (Seafarers) Convention (Revised), 1987 (No. 165)	2 July 1991	2 July 1992
	<i>The Government has accepted the obligations of Article 9 of the Convention in respect of the branches mentioned in Article 3(a), (b), (c), (e) and (g).</i>		
Sweden	Safety and Health in Construction Convention, 1988 (No. 167)	7 October 1991	7 October 1992
Ukrainian SSR	Labour Statistics Convention, 1985 (No. 160)	15 August 1991	15 August 1992
	<i>Acceptance of Articles 7–10 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>		
United States	Abolition of Forced Labour Convention, 1957 (No. 105)	25 September 1991	25 September 1992
	<i>This Convention was ratified by the United States subject to the following understandings:</i>		
	<i>1. The United States understands the meaning and scope of Convention No. 105, having taken into account the conclusions and practice of the Committee of Experts on the Application of Conventions and Recommendations existing prior to ratification, which conclusions and practice, in any event, are not legally binding on the United States and have no force and effect on courts in the United States; and</i>		
	<i>2. The United States understands that Convention No. 105 does not limit the contempt powers of courts under Federal and State law.</i>		
USSR	White Lead (Painting) Convention, 1921 (No. 13)	10 October 1991	10 October 1992

Notification of the coming into force of the Social Security (Seafarers) Convention (Revised), 1987 (No. 165)

Article 38 of the Social Security (Seafarers) Convention (Revised), 1987 (No. 165), adopted by the International Labour Conference at its 74th Session on 9 October 1987, provides that the Convention shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organisation have been registered.

The ratifications by Hungary and Spain were registered by the Director-General of the International Labour Office on 13 December 1989 and 2 July 1991 respectively. The Convention will accordingly come into force on 2 July 1992.

The present notification is made in accordance with the provisions of Article 41 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organisation, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

DOCUMENTS

Advisory Committee on Rural Development

(Eleventh Session, Geneva, 22–30 October 1990)

CONCLUSIONS ADOPTED

I. Rural development in the 1990s

1. Reviewing recent developments in the global economy, the Committee noted that there was a consensus on the need to ensure that the decade of the 1990s should be one of economic and social recovery, particularly in Africa, Latin America and some countries in Asia, to make up for the "lost decade" of the 1980s. Looking forward to the 1990s, four major challenges had to be met: the need to generate global recovery and employment-intensive growth; the need to promote productive investments in rural areas; the need for development strategies which were socially and environmentally sustainable; and the need for innovative forms of organisation to accommodate structural reforms in agriculture required to regenerate growth and achieve sustainability.

2. Facing up to these challenges requires the design of development strategies, a main objective of which is to make the rural areas an attractive place for work and living. To achieve this end, a multi-pronged strategy is needed with the following basic elements:

- (a) strategies and policies for overall growth should assign a more important role to agriculture and animal husbandry. This can only be achieved through a balanced allocation of resources, especially investment, to the rural areas in order to reverse the urban bias characteristic of earlier strategies; maintenance of consistency between macroeconomic policies and enhanced agricultural growth particularly through appropriate marketing and pricing policies; and protection of the rural poor against the possible negative effects of structural adjustment programmes which are necessary to generate socio-economic growth in the rural areas with equity. Moreover, the provision of vocational training and the creation of adequate opportunities for gainful and productive employment should be declared a national objective and policies should be adopted to increase labour absorption in a profitable fashion in the farm and non-farm activities of the rural areas with a view to reducing rural-urban drift;
- (b) poverty is now the lot of 1 billion people, or 20 per cent of the world's population. The reduction, and eventual eradication, of poverty should form an essential part of development strategies, policies and programmes. In this respect, countries are urged to set up poverty reduction targets for each planning cycle; these should also be used as indicators of progress;
- (c) the democratisation of access to resources, decision-making institutions, and knowledge and information should be promoted. The Committee urged the ILO to give effect to the Conclusions on rural employment promotion adopted by the 75th Session of the International Labour Conference (1988) and to carry out a thorough assessment of successes and failures of past agrarian reform experiences as an instrument for increasing employment, reducing poverty and achieving a more equitable distribution of income;
- (d) it is essential to integrate women into the process of rural development and to guarantee their equality of access to resources as well as their participation in decision-making bodies;
- (e) the transition towards a market-oriented approach to development, whenever adopted, necessitates the creation of appropriate forms of organisations for avoiding negative effects on poor rural households;
- (f) young people should also be integrated into the policy-making process concerning rural development in order to guarantee their access to education, training and employment;

- (g) the problems of unorganised workers, including independent farmers, who represent the majority of rural workers, men and women, need to be addressed. Innovative approaches should be applied in establishing participatory organisations and providing protection for unorganised labour. The collaboration and support of the tripartite constituents should also be sought. Therefore efforts should continue to be made to support and strengthen rural workers' organisations in conformity with the Rural Workers' Organisations Convention, 1975 (No. 141), the Plantations Convention, 1958 (No. 110), and the Rural Workers' Organisations Recommendation, 1975 (No. 149);
- (h) the issues of social security of the rural people such as those concerning health and retirement should be given important attention.

3. To accomplish these tasks a concerted effort at the national and international levels is required and the role of the ILO and its relation with UN specialised agencies need to be clearly defined. In this context, the Committee recalled the resolution concerning rural employment promotion adopted by the International Labour Conference at its 75th Session (1988), and urged all parties concerned to give effect to this resolution.

II. National commitment

4. The committee emphasised that the achievement of sustainable development in rural areas required the political commitment of national governments to pursue strategies and policies which attached central importance to rural economies. The reduction, and eventual eradication of poverty, should be the primary criterion of success of development strategies, policies and programmes.

5. Governments should ensure that:

- (a) macroeconomic policies maintain balance between agriculture and industry, generate wealth, increase incomes and alleviate poverty. To this end, current-day agrarian structures should be revised to make way for the necessary changes in order to achieve more productive investments — either public or private — in rural zones and, in so doing, increase productive employment. Educational systems should also be revised, in order to meet the needs of a productive sector;
- (b) intensive training and retraining programmes are adopted to impart technical knowledge to the self-employed and workers in the rural areas;
- (c) anti-poverty measures are designed within the framework of a total and integrated approach to rural development and not as disparate, scattered projects whose impact is limited;
- (d) the necessary conditions exist to encourage the self-employed and workers in the rural areas to organise themselves and actively participate at various levels of planning, decision-making and implementing processes through their self-chosen organisations: Governments are urged to ratify and positively implement ILO Conventions Nos. 141 and 110, Recommendation No. 149 and other Conventions related to improving the living and working conditions of rural workers;
- (e) conscious policies and programmes are adopted in order to give women equal access to basic resources, productive assets and property rights, and participation in decision-making institutions;
- (f) measures are taken to ensure the security of rural trade union leaders and endeavour to prevent alleged violence.

III. International commitment

6. The Committee recognised the need to improve the international environment in a way conducive to global economic recovery. In this respect, the Committee welcomed the recent initiatives, unfortunately too partial, for debt relief and debt forgiveness and the recognition of the urgent need to address the social dimensions of adjustment. The Committee calls upon the international community:

- (a) to accelerate negotiations aimed at a more liberal international trade and a lowering on equal terms for all countries of trade barriers facing developing countries' exports, while allowing for reasonable protection of infant industries in developing countries;

- (b) to encourage timely debt relief and to facilitate increased net flows to capital and aid to developing countries, particularly the least developed;
- (c) to invite donors to support national and international efforts aiming at the regeneration of growth and reduction of poverty;
- (d) to promote the consistency of the new rural development strategy with guidelines related to changes of world economy: privatisation, liberalisation, market orientation and productivity. Only thus will rural development be consistent with integrated development. The stage of transition in countries that are changing their economic systems should be carried out in a gradual and agreed manner, without negative consequences for rural workers, to protect social peace. The same concept should be applied to countries facing social unrest on account of structural adjustment programmes.

IV. The role of the ILO

7. Having reviewed the ILO's activities in support of rural development since the last meeting in 1983, the Committee expressed its appreciation for the ILO's work, and called for the continuation of the efforts made by the Office to make rural development in general, and the alleviation of poverty in particular, a central theme for its activities in the 1990s. These efforts should be closely linked to promoting ILO Convention No. 141. The Committee also urged the Office to continue its activities in support of rural women. It also stressed the importance of workers' education activities in support of rural workers' organisations. The Committee judged the ILO to be well placed to participate in the world debate on recovery from the economic crisis and to provide advice to member States on policy design for training, employment creation and poverty reduction. It therefore urged the ILO to increase its support for these activities from its own regular budget for technical cooperation.

Development strategies and rural development

8. The Committee noted that past development strategies had often not succeeded in alleviating poverty, preventing excessive rural-to-urban migration and ensuring sustainability of the growth process. It considered that integrated rural development must be accorded a central place in a balanced and sustainable development strategy for the 1990s.

9. The Committee urged the ILO to direct its research activities and advisory services towards the development of policies and programmes designed to promote employment-intensive growth in agricultural and rural non-farm activities. In this context, the need for agrarian modernisation and change, agrarian reform in some countries, the potential of new technologies adapted to local conditions in raising labour productivity and the linkages among agricultural growth, rural non-farm activities attention. Development of a managerial mentality and capacity of rural producers is of great importance.

10. The Committee recognised that the fundamental objective of rural development was to guarantee an improved quality of life of the rural population. This involved not only economic growth and employment creation but also a proper management of environment, development of physical infrastructure (e.g. transport and communication networks) and promotion of social services (education facilities, health services, housing provision of drinking water, etc.). Rural development thus required an integrated approach the promotion of which required that the ILO worked in close collaboration with other competent UN agencies.

11. Recognising that the growing awareness of the need for integrating women in the mainstream of development had not been sufficiently translated into policies, plans and action, the Committee urged the ILO to continue and increase its activities in the areas of:

- (a) sensitisation of planners and policy-makers on the specific conditions of rural women and advice on the required reorientation of overall development strategies and programmes; and
- (b) analysis and monitoring of the impact of policies, poverty situation and changing roles of various groups of rural women.

12. Recognising women's major responsibility for household survival and substantial contribution to national economies, the Committee urged the ILO to continue promoting and supporting training, employment creation and income-earning schemes for poor rural women

in agriculture and non-farm activities. These schemes should cover asset formation, awareness-raising, leadership training, vocational and managerial skills training, technology, credit and savings schemes, access and control over marketing processes and commercialisation of products.

13. Recognising the importance of youth for future economic growth and social development, the Committee emphasised the need for their effective integration in the mainstream of relevant policies and programmes.

Design of structural adjustment programmes

14. The Committee concluded that the adjustment policies pursued over the past decade had not always succeeded in reviving growth and had often contributed to the exacerbation of poverty and income inequality. There was thus an urgent need to search for alternative policies which, while promoting appropriate structural changes, ensured equitable growth and social development.

15. The Committee therefore urged the ILO to intensify its research efforts in response to real problems with a view to developing policies and programmes for structural reforms that accorded a high priority to broad-based rural development, including agricultural growth and non-farm industry, in which agrarian reform and modernisation could be appropriate instruments. This emphasis was needed to ensure rapid expansion of employment opportunities, reduced flows of rural-urban migration, growth of productivity and incomes of small farmers and expansion of non-agricultural sectors through production and consumption linkages. The Committee emphasised that research should be action-oriented so that it could be translated into action plans by rural development managers.

16. The Committee stressed the need for the ILO to collaborate with the international financial institutions, in particular with the World Bank and IMF, so as to integrate social objectives in this area of work. The ILO's involvement, however, should not be limited to the mitigation of the adverse social consequences of adjustment programmes but should share in all the stages — designing, implementation, monitoring and evaluation.

17. The Committee also emphasised that no set of policies could be implemented successfully in the absence of a broad consensus. The Committee urged the ILO to encourage and facilitate the involvement of the social partners in the formulation and implementation of policies and programmes relating to structural adjustment and to be prepared to provide technical advice to governments and workers' and employers' organisations, including women's and youth organisations, in order to find consensus solutions.

18. Recognising that rural women bore the brunt of the negative effects of the economic crisis and adjustment policies, the Committee stressed the necessity of involving women's own organisations in the policy dialogue and supporting specific income-generating programmes within the framework of adjustment policies. The ILO was urged to analyse and monitor the impact of adjustment policies on rural women and to assist their organisations.

19. In view of the important changes taking place in the Soviet Union and Eastern Europe, and the fact that agriculture had to play a major role in the reform process, the Committee urged the ILO to provide advice and assistance relating to the management of transition from a centrally planned to a market-oriented economic system. Specific attention needed to be paid to the changes in the labour market resulting from the transfer of labour from the state and socialised sectors to the emerging private and cooperative sectors and to the protection of these working people in rural areas more affected during the transition.

Technical cooperation for rural development

20. The Committee noted that technical cooperation remained an important instrument of achieving the ILO's objectives, particularly as regards the alleviation of rural poverty. Given the mandate of the organisation, its resources and the need to maximise the impact of its technical cooperation activities, the Committee urged the ILO:

- (a) to give more emphasis to pilot and demonstrative projects with a view to testing and evaluating alternative approaches;
- (b) to adopt a more integrated and coordinated approach involving its different technical departments and field structure;

- (c) to collaborate more closely with local organisations, and to vigorously enforce the principles of tripartite consultations with regard to the planning of technical cooperation activities and the dissemination of lessons of experience; and
- (d) to pursue its efforts towards enabling genuine members' cooperatives to contribute to economic and social development in rural areas.

21. The Committee noted that the evaluation of the impact of technical cooperation programmes should be given greater attention with a view to deriving lessons of experience for policy formulation. This could be greatly facilitated by developing a built-in monitoring and evaluation system in the design of projects and involving more closely the national tripartite structure.

22. The Committee suggested that the ILO examine its field and related headquarters' structure with a view to improving the effectiveness of its technical cooperation activities.

Organisation of rural workers

23. The Committee reaffirmed its belief that the right of all categories of rural workers to establish and join organisations of their own choosing remained an integral part of any rural development policy and programme. It noted that a large proportion of the rural labour force remained unorganised and unprotected. The lack of political commitment in the creation of conditions for the organisation of rural workers as well as the increasing violation of basic trade union rights needed urgent attention.

24. The Committee called upon the ILO to strengthen its activities enabling rural workers' organisations to speak on behalf of all categories of rural workers, to defend their basic socio-economic interests including the right to represent them adequately in policy-making bodies. Given the magnitude of the task of organising rural labour, all forms of organisations in conformity with the principles of Conventions Nos. 141 and 110 and of Recommendation No. 149 needed to be encouraged.

25. Noting that the results of technical assistance programmes and projects were closely related to the level of organisation and participation of rural workers, the Committee urged the ILO to strongly encourage the principles of organisation and participation in all its rural technical assistance activities. This could be facilitated through more regular tripartite consultations. Productive investments and critical services in such areas as input procurement, processing and marketing were often dependent on appropriate forms of organisation, including cooperatives, among beneficiaries. Better employment and income levels of the poor could be secured when investments and training were channelled to local organisations.

26. The Committee recognised the need to combat poverty by involving different organisations of men, women and youth in restoring basic human dignity and human rights in rural areas. Particular attention needed to be given to women's organisations in the rural sector and to women's interests in mixed organisations. In view of the disadvantaged position of rural women in rural labour markets, the Committee stressed the need to strengthen women's own organisations as a means of improving their bargaining power and enhancing their awareness of their rights.

27. The Committee requested the ILO to ensure the provision of advisory services to workers' organisations through rural workers' educational advisers attached to ILO regional offices.

Employers' organisations

28. In view of the importance of creating small businesses and agro-industries in rural areas, employers' organisations should have a growing role to play in the 1990s and the ILO could channel greater resources for technical co-operation projects through such organisations in order to generate greater involvement and commitment.

Non-governmental organisations

29. Noting the increasing initiatives by NGOs in working with the grass-roots and at the local level, the Committee calls on the ILO to examine successful experiences and increase its

cooperation especially in its technical assistance programmes with these organisations which have demonstrated their effectiveness and have benefited local communities.

International labour standards and rural labour

30. The Committee noted the central role of international labour standards, particularly those relating to rural labour, in guiding all activities of the ILO.

31. The Committee observed that more innovative and vigorous efforts were required in promoting the ratification and application of labour standards, particularly during periods of adjustment and transition, introducing new social and economic risks. Greater care should be taken to safeguard basic rights and to promote social security schemes aiming at protecting rural workers against adverse changes and improving their living and working conditions.

32. The Committee stressed the critical importance of monitoring the application of labour standards to understand the conditions under which such standards can be effectively implemented. The Committee urged that the tripartite structure should be involved more closely, at the national level, in monitoring the promoting and application of labour standards.

33. The Committee called on the ILO to pursue and intensify its efforts to forge closer linkages between labour standards and technical cooperation.

Dissemination

34. The Committee noted the excellent quality of the ILO's publications. However the Committee felt that efforts were required to extend the ILO's outreach particularly to the rural population of developing countries. In this respect, the Committee urged the ILO:

- (a) to increase its efforts in publishing important reports in local languages;
- (b) to ensure that important policy documents have wide dissemination;
- (c) to produce popularised versions of major publications;
- (d) to increase reliance on audio-visual and other mass communication means in order to reach the poor rural population especially in remote areas.

35. The ILO should accelerate its efforts to promote the exchange of experiences among different countries in general and grass-root organisations in particular. The ILO should play the role of a clearing house of information particularly with respect to successful experiences.

36. The Committee requests the ILO to periodically review progress in rural development. This review should aim at providing information on the main trends in employment and incomes in the rural areas and assess policy performance. It should be written in a clear and accessible language and directed to planners, policy-makers, researchers, and workers' and employers' organisations and NGOs working in the field.

Inter-agency co-operation

37. The Committee urged that in carrying out its activities, particularly technical cooperation programmes at the country level, the ILO should continue to strengthen its cooperation with other organisations of the United Nations system. Moreover, particular efforts should be made to further relations with the international financial institutions in work related to structural adjustment, including debt relief and easing of trade restrictions in favour of developing countries.

Resources

38. The Committee requested the Governing Body to strengthen the ILO's efforts to give effect to the resolution on rural employment promoting adopted by the 1988 Session of the International Labour Conference and called for increased resources for the ILO's work on rural development. The Committee also requested the ILO to examine the organisation of work related to rural development with a view to achieving more coordination, coherence and focus of the ILO's approach in this important area.

Advisory Committee on Rural Development

39. The members noted that the XIth Session for the Advisory Committee on Rural Development was the last in its present form, as it was to be replaced by a Tripartite Technical Meeting. The Committee urged that prominence be given to the work of the new body ensuring its continuity, and called on the ILO to maintain its present high technical level and to bring to the attention of member States, when designating delegations for future sessions, the desirability of ensuring greater representation of women and youth.

40. The Committee recommended that, in designing its future research programmes, the ILO should attach importance to the following topics: assessment of successful ILO projects with a view to deriving guidelines for future projects; promotion of entrepreneurship in rural areas, particularly among women and youth; innovative methods of financing rural development projects; promotion of institutions for ensuring participation of unorganised workers; and use of the mass media for disseminating information and knowledge to the rural population.

Third Tripartite Technical Meeting for the Printing and Allied Trades

(Geneva, 5-13 December 1990)

CONCLUSIONS, RESOLUTIONS AND CLASSIFICATION ADOPTED

Conclusions (No. 15) concerning Security of Employment and Income in the Light of Structural and Technological Change in the Printing and Allied Trades, Having regard to Other Media¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Adopts this thirteenth day of December 1990 the following conclusions:

General considerations

1. The printing and allied trades continue to change dramatically in terms of subsectoral structure, size of firms, range of products and services, technology, structure of employment, and in terms of the relationship with other sectors, notably advertising and other media. The industry's boundaries have become less clear due to the application of computer technology, the expansion of the quick printing subsector and in-plant printing by non-printing firms. Technological advances in electronics, computer programming and telecommunications are enabling increased internationalisation of production and causing reorganisation in the industry and related sectors. These changes raise questions about the definition of the industry and the relevance of existing statistics. They have profound implications for employment and occupational structure, skills and training, government policy, trade union policy, and industrial and labour relations.

2. These changes, however, vary significantly from one country to another as a result of differences in sectoral structure, as well as in levels of development and skills, labour and capital endowments, economic trends, type of political and economic system, role of government, development objectives, government policies on technology and employment, labour standards and related legislation. For these reasons developed and developing countries exhibit some important differences in the nature of the priorities and problems of the printing and allied trades. While distinction between the two groups of countries is essential on some issues, it is not always relevant in so far as the industry is shown to be very different even within each group of countries in terms of firm size, levels of technology and employment, trends in workers' earnings, shortages of skills, and training facilities. Conclusions need to take account of the various characteristics if they are to be effective.

3. Technological change in the printing and allied trades may be a desirable means of stimulating the competitiveness and growth necessary to maintain or expand employment in the long run. In many cases, technological change has improved the working environment in production-related jobs and promoted improvements in skills. Technological change should not, however, be embraced and promoted without a critical assessment of the optimal magnitude and rate of change, taking into account both its benefits and disadvantages on a country-by-country basis.

4. Training and retraining programmes are vital to enterprise performance as well as to job and income security. These programmes have to be tailor-made to cope with the different needs of the enterprises, workers and industries in different countries. The development of new skills

¹Adopted unanimously.

required by new technologies should be emphasised. In many cases priority should be given to the development of the capacity to repair and maintain older equipment.

5. Employers and workers recognise that they have a shared interest to satisfy the requirements of customers and of the community in which they operate, and to co-operate to ensure the success of their enterprises, which is the basic requirement for the safeguarding of jobs and incomes in the sector.

The printing and allied trades: A definition

6. Factors such as the fast growth and large size of quick printing and in-plant printing in several countries make it necessary to define the industry. The sector should include any printing activities undertaken by workers whether as the principal or subsidiary activity of an enterprise. The workers' activities are connected through training specifically in the printing skills necessary for operational efficiency and worker mobility.

7. This definition calls for changes in the manner in which the industry's statistics are collected and compiled. It also requires a reassessment of training needs. Governments, employers' and workers' organisations should co-operate to implement these changes.

Security of employment and income

8. Although in several countries the printing and allied trades have experienced higher growth rates of employment and incomes than overall manufacturing, in some cases the industry has undergone considerable fluctuation as a result of technological and economic changes. Reliance on part-time, casual and contract work, particularly by women and especially in developed countries, has increased. This situation, together with significant cuts in some occupations and the creation of new ones, has made security of employment an issue of major concern to workers' organisations. In addressing the issue of job and income security, the income conditions of the firms should be taken into account. Job and income security should be improved through collective bargaining or other appropriate means, with serious consideration to the financial health of the firm.

9. As a result of contractions in or fluctuations of demand, employers have often pursued employment flexibility as part of a combination of measures aimed at safeguarding the prosperity of firms. Among these measures, part-time employment can fulfil a desirable social function. However, these types of employment should at least be protected by minimum labour standards adopted by the ILO and social security schemes. Where these do not exist, governments and employers' and workers' organisations should encourage their establishment. Where minimum standards are established and met, they can be improved through collective bargaining, bearing in mind national conditions and constraints.

10. Casual employment should normally be limited to peripheral cases such as interim or infrequent contracts where that practice inhibits regular employment.

11. The established labour legislation should be applicable without distinction to traditional and non-traditional subsectors and size of firms. Where the application of this legislation is being neglected, tripartite efforts should be made to effectively promote its enforcement.

12. The provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), should apply throughout the industry.

Employment of women

13. Women in their employment should be given particular attention to ensure affirmative action is given by employers to their training needs in order for them to proceed on an equal footing with other workers to access career development within the broad thrust of conclusion No. 26.

Choice of technology and employment

14. Although the choice of technology will ultimately remain a decision of employers, it will also concern governments and workers' organisations, since it will affect employment and the use of capital and other resources. Where market distortions (such as subsidised interest rates on capital, imperfect competition, etc.) have promoted technologies that do not make optimal

use of available resources, alternative technologies should be comparatively evaluated and government policies and collective bargaining that can ensure optimal resource use should be promoted.

15. Notwithstanding the application of paragraph 14, employers' decisions concerning technological change should be made through prior meaningful consultation with the workers' organisations representing the workers affected. While some countries already have legislation ensuring this practice, all parties concerned should, through collective agreements, achieve suitable means of adjustment to technological change.

16. The magnitude and the rate of technological change may not have been optimal for many countries which depend on foreign suppliers of equipment and spare parts. In many cases, machinery which had been financially and/or economically attractive for existing conditions was discontinued and replaced by more capital-intensive equipment purely as a result of trends in the supplying countries. It is therefore imperative that equipment suppliers are required to give sufficient information to buyers whereby the decision to buy can be made more effectively.

17. The relative appropriateness of alternative technologies which can be used in the different segments of the industry is, from the employer's perspective, a function of product quality and other market requirements. It also depends on the costs of labour and capital and other inputs, skills, and overall competitiveness which will determine revenues and profits. The level and quality of employment is an additional consideration from the perspectives of governments and trade unions. The newest technologies may often be appropriate for segments of production geared towards highly competitive markets including export markets. However, they are of less interest in countries where production is directed essentially towards internal markets, where the demand for printed products remains attached to relatively lower quality standards.

18. Because the choice of technology is more complex in developing countries, it should be critically assessed, bearing in mind its effects on enterprises and on society as a whole.

19. In developing countries that are faced with a scarcity of foreign exchange, a surplus of unskilled and semi-skilled labour and a shortage of skilled manpower in the printing and allied trades, the feasibility of promoting technologies that offer greater potential for employment generation should be assessed.

Training and retraining

20. Training and retraining programmes need to be promoted as a joint responsibility of governments and employers' and workers' organisations. While these organisations have specific responsibilities and should share the training efforts, governments should assist, where appropriate, in terms of partial funding, technical assistance wherever requested, tripartite training committees and coordination between formal educational and training centres and special training facilities such as in-house training facilities.

21. Training and retraining opportunities should be provided, designed and funded without distinction between types of employment, including full-time and part-time work. Notwithstanding national differences in training policies and practices, efforts should be made everywhere to ensure a flexible approach to training at all levels of skill in order to provide the basis for future job mobility. Special attention should be given to the design of training programmes for young people intending to go into the printing industry and for older workers.

22. Where workers are expected to be made redundant as a consequence of structural or technological change, retraining programmes should, as a priority, be offered to facilitate their redeployment. These programmes should be devised in close consultation among the parties concerned.

23. In the least developed countries, because of the often low levels of skill of workers, training programmes for redeployment should also contain elements of remedial education.

24. In developing countries, training programmes must ensure rapid adaptation to modern techniques, taking account of the level of education attained.

25. Retraining should be accompanied wherever necessary by measures to upgrade educational levels and may also involve some remedial education.

26. Employers should enable workers to receive broad training at all levels involving horizontal and vertical integration of skill that would provide them with the technological understanding of the machinery and skills necessary for performing different related tasks. This

is a most effective way of promoting job security for personnel while increasing returns per worker to the firm.

27. In so far as training needs have increased as a result of technological change and the greater versatility expected from workers to learn and perform related tasks, the content of education and training programmes should be reviewed through consultation involving training institutions, concerned government agencies and employers' and workers' organisations.

Role of the ILO

28. The Governing Body of the International Labour Office is called upon:

- (a) to undertake further research into the relationship between international trade and the rate and form of technological change in the printing and allied industries in developing countries;
- (b) to urge the governments of member States, in consultation with the employers' and workers' organisations, to develop measures aimed at increasing job security in view of the changing work patterns;
- (c) to call on governments to re-examine their labour legislation with the object of ensuring that at least a basic degree of social security is provided for workers;
- (d) in view of the implications of this pattern of employment, to ask the governments of member States to develop activities and programmes of training for workers in the printing and allied trades, with the objective of securing full employment.

29. The ILO, in collaboration with governments and employers' and workers' organisations, should promote consistency and improvement of labour-related statistics for the printing industry and its allied trades bearing in mind recent trends in non-traditional sub-sectors.

30. Within the framework of its planned programmes, the ILO should play a lead role in compiling and exchanging information on adjustment to structural and technological change in the printing and allied trades in both industrialised and developing countries. Significant case studies of adjustment to new technologies at the enterprise level should be one aspect of this work as this will help other industries and assist in devising national structural adjustment policies.

31. The ILO should continue to carry out case studies on the income and employment effects of technological change in the printing industry (among others) including comparative evaluations of alternative technologies. In this context, special emphasis should be given to the problems facing the printing industry in developing countries.

32. The ILO should use its tripartite structure to provide a framework within which the social partners can exchange views and findings of case studies on the impact of technology on income, employment and working conditions and, on this basis, expand its capacity for policy advisory services. In this context, and in collaboration with other concerned UN agencies, the ILO should promote consultations with equipment manufacturers to assess the prospects of technological trends and also to ensure the continued supply of spare parts for older generation equipment which is still being efficiently used in many developing countries.

33. The ILO should hold regional tripartite technical meetings that focus on critical issues of importance to some countries.

34. The ILO should continue to provide technical assistance for the formulation and implementation of training policies, and follow an active policy in support of the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168).

Conclusions (No. 16) concerning Conditions of Work in the Printing and Allied Trades¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Adopts this thirteenth day of December 1990 the following conclusions:

¹Adopted unanimously.

General considerations

1. The fact that the printing and allied trades sector is characterised by the existence of numerous small- and medium-scale firms and a smaller number of large firms provides varied scope for action.

2. The sector has expanded rapidly in size and scope over the last ten years. Increased investment deriving from new technologies in the printing and allied trades of the industrialised countries has changed production processes. At the same time, there have been effects on the skills structure, the creation of employment and employees' conditions of work and health.

3. Possibilities for dialogue in each enterprise on the major issues arising from the introduction of new technology, and for ensuring the beneficial effects of the latter on employment and conditions of work depend largely on the cooperative attitude between the social partners, including the trade union movement, particularly through collective bargaining, where this is appropriate.

4. In some developing countries, where technological changes in the printing and allied trades are taking place more slowly than in the industrialised countries, conditions of work have undergone few changes.

Working time

5. The Meeting noted that the trend towards a progressive reduction of working time has continued and that the objectives of the social standard of the 40-hour work week recommended in the Reduction of Hours of Work Recommendation, 1962 (No. 116), and the right to take three weeks' annual holidays under the Holidays with Pay Convention (Revised), 1970 (No. 132), have been achieved by workers in the printing and allied trades in most industrialised countries. The situation in this respect is different and variable in the printing and allied trades of the developing countries.

6. As the reduction of working hours is an important factor in the improvement of working conditions, in the printing and allied trades in countries where these conditions are not yet in conformity with the provisions of the above-mentioned ILO instruments, measures should be taken with a view to achieving those objectives as rapidly as possible, within the framework of national law and practice.

7. Systematic recourse to overtime should be reduced and remain in conformity with the limits authorised by legislative and regulatory texts. Where overtime is necessary in order to meet fluctuations in demand or other special circumstances, it should be undertaken in conformity with jointly agreed provisions, such as through collective bargaining, and taking account of the needs of the enterprise and of the workers.

8. The remuneration of overtime at a rate higher than that for normal working hours may be fixed by appropriate standards or collective agreements.

9. Where the shortage of skilled labour is one of the reasons for having recourse to overtime in the printing and allied trades, employers' and workers' organisations should make every effort jointly with governments to find and apply measures for providing the necessary training, retraining or updating of skills.

Organisation of working time

10. As a result of the increasingly stringent market requirements and the need to amortise investments, night work and shift work have become more frequent in recent years, and this trend will continue. Employers and workers should discuss or consult, in accordance with national law and practice, flexibly and realistically, on questions of duration, patterns and organisation of night work and shift work.

11. The Meeting took note that, at its 77th Session (1990), the International Labour Conference adopted the Night Work Convention, 1990 (No. 171), and Recommendation, 1990 (No. 178), and expressed the hope that the working conditions of nightworkers in the printing and allied trades would be reconsidered in the light of the principles set forth in these instruments.

12. The organisation of part-time work should meet the requirements of the enterprise and the needs of workers. It enables greater flexibility in work patterns, assists the retention of a skilled labour force and increases productivity in the printing and allied trades.

Organisation and content of work

13. The introduction of new technology in the printing and allied trades is the prerogative of enterprises. While it might contribute significantly to improving their competitiveness, new technology may also modify several essential aspects of working conditions and the working environment, sometimes for the better, sometimes for the worse. It may entail a loss of employment and the deskilling of certain categories of workers as well as increased employment and income and an improvement in the skills of certain categories of workers.

14. When new technology is introduced, arrangements should be made for discussion or consultation, in accordance with national law and practice, with the workers concerning the organisation and content of work, and the improved arrangement of work premises and workplaces.

15. Some technological changes may have unfavourable repercussions on the health of workers in the printing and allied trades. Prior discussion or consultation, in accordance with national law and practice, between employers, workers and their representatives, should make it possible to avoid health risks and to improve occupational safety and health.

16. As screenwork can have repercussions on workers' health, its introduction and use should continue to be the subject of appropriate research and be subject to appropriate regulation. Such regulation should include minimum standards of protection particularly for working hours, the arrangement of places for screenwork and their environment. Its application should be appropriately verified by the competent authorities and institutions.

17. Temporary, seasonal or casual work is used by the printing and allied enterprises, among other reasons, to respond to the needs arising from fluctuations in activity. Recourse to such forms of work can have positive effects — by increasing the number of jobs for example. Where such forms of employment have not been duly regulated, however, they might also give rise to problems related to working conditions and social protection.

18. The Meeting considered that, where appropriate, measures adapted to the conditions in each country should be taken by governments and employers' and workers' organisations to encourage and promote the development of procedures, including collective bargaining, aimed at determining the employment and working conditions of temporary, seasonal and occasional workers, and the preparation of regulatory provisions to ensure sufficient and appropriate social protection for them.

19. As appropriate, analysis should be undertaken to determine the skills and training required to ensure the smooth introduction of new technologies.

20. Employers and workers and/or their respective organisations should co-operate with governmental bodies and educational establishments with a view to supporting and promoting the training, retraining and further training of workers in the printing and allied trades. No action should be taken to restrict any worker from having access to training which meets the needs of the enterprise and the printing and allied industry, taking into account the technical and economic capabilities of the enterprise.

21. Observing national law and practice, where no such machinery exists, governments should take the initiative to establish joint or tripartite committees to address the problems of training, retraining and upgrading the skills of personnel.

Role of the ILO

22. The ILO should undertake further studies on the possible effects on workers' health of the introduction of screenwork, shift work and the use of ultra-violet and radiation curing of inks, varnishes and lacquers, and of chemical products.

23. The ILO should continue to disseminate and promote the exchange of information on the effect of new technologies on working conditions in the printing and allied trades.

24. The systematic collection by the ILO of statistical data on overtime and the extension of part-time, casual and temporary work, subcontracting, night work and shift work would help in making valid comparisons in this area.

25. The Meeting considered that new international labour standards on part-time and temporary work might be of special interest to the printing and allied trades and suggested that the ILO Governing Body give consideration to the possibility of including this on the agenda of a forthcoming session of the International Labour Conference.

Resolution (No. 17) concerning the Need to Establish a Standing Industrial Committee in Place of the Tripartite Technical Meeting for the Printing and Allied Trades and Widen the Scope of Industries Appropriate to It¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Regretting that nine years have passed since the last Meeting, despite the request made by the Second Tripartite Technical Meeting for the Printing and Allied Trades (1981), to consider holding future meetings every five years,

Noting that the new structure for industrial meetings approved by the Governing Body provides for tripartite technical meetings for the printing and allied trades to be held every seven years,

Calling attention to the rapid technological developments in the printing and allied trades,

Noting that, based on these developments, business structures are changing and that therefore industrial and labour links have become apparent between the printing and allied trades and other branches of the media,

Recognising that this has a significant effect upon the structure of these trades, on the creation of new, complex or combined forms of production, the number of jobs, the working and living conditions of those employed in the sector, and on trade union organisation;

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades requests the Governing Body of the International Labour Office:

- (1) to ask the Director-General to undertake research and consultation on the need to include branches of the media within the scope of a printing, media and allied industries committee;
- (2) in the light of the results of that work, to consider the establishment of a standing Industrial Committee for the printing, media and allied industries.

Resolution (No. 18) concerning Multinational Enterprises in the Printing, Media and Allied Industries¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Emphasising the significant influence that the printing, media and allied industries have on economic, cultural and social development in all countries,

Recognising that in these industries multinational enterprises have developed across all sectors of the media,

Noting that, through their products and activities, these multinationals have a marked influence on the cultural and social life of nations,

Understanding that the ideas expressed in printed products and printed matter affect intellectual and cultural development and thus also social development,

Considering that the mass media have a contribution to make in strengthening peace and understanding and in promoting human rights.

Drawing attention to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body of the International Labour Office;

¹Adopted unanimously.

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades requests the Governing Body of the International Labour Office to ask the Director-General:

- (1) to take all appropriate measures to promote the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in the printing and allied industries;
- (2) to assist employers' and workers' organisations in the application in practice of these principles;
- (3) to encourage governments to review their administrative and legislative provisions applying to labour matters so as to assist observance of these principles and to promote their application in practice in the best interests of harmonious industrial and labour relations.

Resolution (No. 19) concerning Freedom of Association, Trade Union Rights and Collective Bargaining in the Printing and Allied Trades¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Recalling that, according to the Declaration of Philadelphia, freedom of association is one of the declared objectives of the International Labour Organisation,

Referring to 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), and the Collective Bargaining Convention, 1981 (No. 154), adopted by the International Labour Conference, which require freedom of association and collective bargaining to be effectively secured by national legislation,

Considering that the recruitment of other workers in order to break up lawful and peaceful strikes, and the use of individual contracts with a view to undermining established collective bargaining arrangements, would not be in accordance with freedom of association and the right to bargain collectively,

Noting that the principle of free and voluntary collective bargaining should apply to all branches and sectors of the printing and allied trades and should facilitate collective bargaining;

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades invites the Governing Body of the International Labour Office:

- (1) to urge governments to pay increased attention to freedom of association and the right to bargain collectively as laid down in Conventions Nos. 87 and 98;
- (2) to call on member States to ensure that effective measures are taken to secure the right of employers, workers and their organisations to bargain collectively.

Resolution (No. 20) concerning the Protection of Workers from Health Hazards Arising from the Effects of Chemical Substances in the Printing and Allied Trades¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Recalling the observation made by the Second Tripartite Technical Meeting for the Printing and Allied Trades (1981) in its conclusions (No. 9) concerning technological developments and their implications for employment in the printing and allied trades, with particular reference to developing countries, that new health hazards have arisen through the use of chemicals in the various new processes,

Recalling the Chemicals Convention, 1990 (No. 170), and Recommendation (No. 177),

Stressing that great care should be exercised in the utilisation of hazardous chemicals, solvents and substances in the printing and allied trades, as they can cause major health problems and illnesses such as dermatitis and cancer,

¹ Adopted unanimously.

Recalling the resolution (No. 10) concerning the future programme of the ILO in the printing and allied trades (paragraphs 4(a) and 4(b)) adopted by the Second Tripartite Technical Meeting for the Printing and Allied Trades (1981);

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades requests the Governing Body to authorise the Director-General, within the scope of the International Programme on Chemical Safety:

- (1) to have experts draw up a catalogue of the chemical substances used in the printing and allied trades, with reference to all available studies, scientific results and practical experience;
- (2) to develop standard classifications which will give information on the degree of hazard involved, in cooperation with producers of chemical substances used in printing and allied trades;
- (3) to call on governments and employers' and workers' organisations to cooperate in the reduction of health hazards, including through legal measures such as the banning of particularly dangerous substances, and in the introduction of procedures for medical examinations and other prophylactic safeguards for those working in the printing and allied trades;
- (4) to encourage initiatives and activities to find technical and technological alternatives in order to reduce the need for chemical substances and thus lessen their detrimental effects.

Resolution (No. 21) concerning the Future Programme of the International Labour Office in the Printing and Allied Trades¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Regretting the long interval which has elapsed since the Second Tripartite Technical Meeting for the Printing and Allied Trades was held,

Considering that the present Meeting has discussed the effects of rapid technological developments on employment in the printing and allied trades,

Considering that small- and medium-sized printing enterprises have special characteristics which require attention, especially in developing countries,

Expressing the need for the ILO to adequately address issues of special concern in developing countries and in the countries of Central and Eastern Europe;

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades requests the Governing Body of the International Labour Office:

- (1) to request the Director-General:
 - (a) to initiate studies on issues of special concern to the printing and allied trades sector in developing countries and in the countries of Central and Eastern Europe;
 - (b) to organise preparatory meetings at the regional level for the printing and allied trades in order to frame issues specific to each region for consideration at the next Meeting for the sector;
- (2) to place on the agenda of the next Meeting for the sector one of the following two items, on the understanding that the topic not selected for the agenda would be dealt with as one of the themes of the General Report for the Meeting:
 - (a) the problems of small- and medium-sized printing enterprises, with special emphasis on developing countries and the countries of Central and Eastern Europe;
 - (b) changes in collective bargaining and employment practices in the printing and allied trades, particularly in respect to the effects of technological change on the working environment.

¹Adopted unanimously.

Resolution (No. 22) concerning Discrimination in the Printing and Allied trades¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Recalling the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations on 10 December 1948,

Reaffirming also the principles of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111),

Considering that workers should not be prevented from obtaining or pursuing work for which they are qualified in the printing industry on grounds of race, colour, sex, religion, political opinion, national extraction or social origin, and that there should be no restrictions on recruitment and training based on such reasons,

Concerned that forms of such discrimination still exist to prevent workers from obtaining jobs and training in the printing industry in some countries;

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades invites the Governing Body of the International Labour Office:

(1) to call upon member States of the ILO:

(a) to ratify Convention No. 111, if they have not already done so;

(b) to respect and implement fully the provisions of the Universal Declaration of Human Rights;

(2) to call upon workers and employers in the printing and allied trades to work towards the elimination of all forms of discrimination that prevent workers from obtaining and pursuing employment or training in the printing industry.

Resolution (No. 23) concerning Literacy, Reading Skills and Development¹

The Third Tripartite Technical Meeting for the Printing and Allied Trades of the International Labour Organisation,

Having met in Geneva from 5 to 13 December 1990,

Noting that other means of communication compete increasingly with printed material, and that this has a negative effect on literacy levels and on reading,

Considering that literacy and improved reading habits and skills are fundamental for the cultural, social and economic progress of all nations and that the importance of this is recognised by the printing and allied trades;

Adopts this thirteenth day of December 1990 the following resolution:

The Third Tripartite Technical Meeting for the Printing and Allied Trades requests the Governing Body of the International Labour Office to call upon governments, employers and workers and their respective organisations to promote all possible measures to improve literacy and reading skills in their societies and, for that purpose, to foster especially those bodies, foundations or other institutions that promote literacy and encourage reading.

Classification of the Conclusions and Resolutions, Adopted by the Previous Tripartite Technical Meetings for the Printing and Allied Trades¹

Section I: Conclusions and resolutions, or parts thereof, calling for action in the various countries

Group A: Conclusions and resolutions, or parts thereof, that are no longer of current concern
None.

Group B: Conclusions and resolutions, or parts thereof, that for the time being would not appear to call for further information
None.

¹ Adopted unanimously.

Group C: Conclusions and resolutions, or parts thereof, on which further information is considered desirable

No.

1. Conclusions concerning special problems in the printing and allied trades in the developing countries (First Meeting, 1962). [2]¹
2. Conclusions concerning the protection of workers' health in the printing and allied trades (First Meeting, 1962). [2]
3. Resolution concerning vocational training in the printing and allied trades (First Meeting, 1962). [2]
6. Resolution concerning the importance of the printing and allied trades (First Meeting, 1962). [2]
8. Conclusions concerning training and retraining needs in the printing and allied trades (Second Meeting, 1981). [3]
9. Conclusions concerning technological developments and their implications for employment in the printing and allied trades, with particular reference to developing countries (Second Meeting, 1981). [3]
11. Resolution concerning freedom of association and the right to bargain collectively in the printing and allied trades (Second Meeting, 1981). [3]
12. Resolution concerning multinational enterprises in the printing and allied trades (Second Meeting, 1981). [3]
13. Resolution concerning the reduction of working time in the printing and allied trades (Second Meeting, 1981). [3]

Section II: Conclusions and resolutions, or parts thereof, to which effect is to be given mainly by the Office

Group A: Conclusions and resolutions, or parts thereof, that are no longer of current concern to the Office

None.

Group B: Conclusions and resolutions, or parts thereof, that should continue to receive the attention of the Office

No.

1. Conclusions concerning special problems in the printing and allied trades in the developing countries (paragraphs 8, 16 and 24) (First Meeting, 1962). [2]
2. Conclusions concerning the protection of workers' health in the printing and allied trades (paragraphs 18 and 24) (First Meeting, 1962). [2]
4. Resolution concerning the activities of the International Labour Organisation in the field of training in the printing and allied trades (First Meeting, 1962). [2]
5. Resolution concerning future action by the International Labour Office in regard to the printing and allied trades (paragraph 2) (First Meeting, 1962). [2]
7. Resolution concerning the need for research on the present and future requirements in training, manpower and machinery in the printing and publishing industries of the developing countries (First Meeting, 1962). [2]
8. Conclusions concerning training and retraining needs in the printing and allied trades (paragraphs 29, 30 and 31) (Second Meeting, 1981). [3]
9. Conclusions concerning technological developments and their implications for employment in the printing and allied trades, with particular reference to developing countries (paragraphs 33 and 35) (Second Meeting, 1981). [3]
10. Resolution concerning the future programme of the ILO in the printing and allied trades (paragraph 4(a) and (b)) (Second Meeting, 1981). [3]
11. Resolution concerning freedom of association and the right to bargain collectively in the printing and allied trades (Second Meeting, 1981). [3]

¹Meetings at which the text was classified.

12. Resolution concerning multinational enterprises in the printing and allied trades (Second Meeting, 1981). [3]
13. Resolution concerning the reduction of working time in the printing and allied trades (paragraph 1) (Second Meeting, 1981). [3]
14. Resolution concerning the protection of health of workers against the effects of operating video-display units (VDUs) used in the printing and allied trades (Second Meeting, 1981). [3]

Standing Orders for Established or Regular Sectoral Committees and Meetings¹

Text adopted by the Governing Body on 14 November 1990 at its 248th Session

Section I. General provisions

ARTICLE 1

Delegates

In these Standing Orders, references to delegates are to be understood, in the case of joint committees and standing technical committees, as referring to members of the committee.

ARTICLE 2

Officers of the committee

1. The Officers of a sectoral committee or tripartite technical meeting shall consist of a chairman appointed by the Governing Body and three vice-chairmen, who shall be elected by the committee, one from each of the three groups.

2. The Officers of a joint committee or standing technical committee shall consist of a chairman, appointed by the Governing Body, and two vice-chairmen, who shall be elected by the committee, one from the group constituted by the Government members and private Employer members, if any, and one from the Workers' group.

3. The chairman shall have the right to take part in the discussions but shall not vote.

ARTICLE 3

Duties of the chairman and vice-chairmen

1. The chairman shall declare the opening and close of the sittings of the committee. He/she shall bring before the committee any communications which may concern it. He/she shall direct the debates, maintain order, ensure the observance of the Standing Orders, grant or withdraw the right to address the committee in accordance with the provisions of the present Standing Orders, put questions to the vote and announce the result of the vote.

2. In the case of a sectoral committee or tripartite technical meeting —

- (a) the Government vice-chairman shall preside over the sittings devoted to the discussion of the technical item on the agenda and shall chair the working party established to draw up draft conclusions pursuant to article 12, paragraph 3, below;
- (b) the Employer and Worker vice-chairmen shall preside alternately over the sittings or parts of sittings at which the chairman cannot be present.

3. In the case of a joint committee or standing technical committee —

- (a) the chairman and vice-chairmen shall preside alternately over the sittings devoted to the discussion of the general report;

¹The term "committee(s)" applies in these Standing Orders to the 12 established sectoral committees; the five regular tripartite technical meetings; the Joint Committee on the Public Service; and the standing technical committees covering at present educational personnel, health and medical services, and postal and telecommunications services.

- (b) the chairman shall preside over the sittings devoted to the discussion of the technical item on the agenda and shall chair the working party established to draw up draft conclusions pursuant to article 12, paragraph 3, below;
- (c) the vice-chairmen shall preside alternately over the sittings referred to in subparagraph (b) above at which the chairman cannot be present.

ARTICLE 4

Right to vote

1. In the case of an established or regular sectoral committee or meeting, if the amount of arrears due from a Member of the Organisation equals or exceeds the contribution due from that Member for the preceding two full years, the Government, Employer and Worker delegates appointed by that Member and their advisers shall, unless the International Labour Conference has decided in accordance with article 13, paragraph 4, of the Constitution to permit the Member to vote, be disqualified from voting in the committees and their subsidiary bodies. Any notification that a Member of the Organisation represented on a committee is in arrears or that its right to vote is no longer suspended shall be brought by the Director-General to the attention of the committee in accordance with the provisions of articles 30 and 33 of the Standing Orders of the Conference.

2. In the case of a joint committee or standing technical committee—

- (a) if a Member of the Organisation which has appointed a Government member of the committee is disqualified from voting in application of article 13, paragraph 4, of the Constitution, that member and his/her advisers shall, unless the Conference has decided in accordance with article 13, paragraph 4, of the Constitution to permit the Member to vote, be disqualified from voting in the committee and its subsidiary bodies. Any notification that a Member of the Organisation represented on a committee is in arrears or that its right to vote is no longer suspended shall be brought by the Director-General to the attention of the committee in accordance with the provisions of articles 30 and 33 of the Standing Orders of the Conference;
- (b) if a Government member of the committee is disqualified from voting under subparagraph (a), the votes of the other members of the committee shall be weighted so as to ensure a balance of voting strength between the groups.

ARTICLE 5

Substitutes

1. A delegate may by notice in writing addressed to the chairman appoint one of his/her advisers to act as his substitute. The notice shall specify the sitting or sittings at which the substitute will act.

2. Substitutes appointed pursuant to paragraph 1 may take part in the debates and may vote under the same conditions as delegates.

Section II. Procedure of committees

ARTICLE 6

Subsidiary bodies

1. The committee shall set up a steering committee, consisting of the officers of the committee and three representatives of each of the groups. Each of the groups may

also appoint deputy members. The steering committee shall be presided over by the chairman of the committee.

2. The terms of reference of the steering committee are —

- (a) to arrange the programme of work of the session and to fix the date and time of the sittings of the committee and of its subsidiary bodies;
- (b) to decide whether the resolutions submitted to the committee which are not related to the technical item on the agenda are receivable and to give its opinion on those of them which are found receivable, in accordance with article 14 below.
- (c) if a committee has met previously, to classify the conclusions and resolutions adopted at previous sessions with the object of facilitating the examination of the effect given to them;
- (d) to indicate —
 - (i) the conclusions and resolutions, or parts thereof, which are no longer of current concern;
 - (ii) as regards the other conclusions and resolutions, or parts thereof, those which, for the time being, would not appear to call for further information, and those on which further information is considered desirable.

3. Each committee shall set up a working party in accordance with article 12, paragraph 3, below.

4. Each committee may set up other subsidiary bodies as it considers necessary which shall consist of equal numbers of members appointed by each of the groups.

5. These Standing Orders shall apply in so far as relevant and with the necessary adaptations to the steering committee and to any subsidiary bodies. The provisions of article 7 and of paragraph 1 of article 8 shall not, however, apply to the steering committee or to the working party.

ARTICLE 7

Admission to the sittings

The sittings of the committee shall be public, unless otherwise decided.

ARTICLE 8

Right to take part in the work of the committee

1. Any adviser who has received authorisation for the purpose from one of the delegates to whom he/she is attached shall have the right to participate in the proceedings of the committee but not the right to vote.

2. Representatives of international organisations established by intergovernmental agreement which have been invited by the Governing Body of the International Labour Office to be represented at the meetings of the committee shall have the right to participate in its proceedings but not the right to vote.

ARTICLE 9

Representation of non-governmental international organisations

Representatives of non-governmental international organisations with which the International Labour Organisation has established consultative relationships, and with which standing arrangements for such representation have been made, and representatives of other non-governmental international organisations which have been invited by the Governing Body to be represented at a session of the committee may attend the meetings of that session as observers. The chairman may, in agreement

with the vice-chairmen, permit such representatives to make statements for the information of the committee upon matters included in its agenda. If agreement cannot be reached, the matter shall be referred to the meeting for decision without discussion.

ARTICLE 10

Languages

1. The working languages of the committees shall be determined by the Governing Body.

2. The International Labour Office shall make such arrangements for the interpretation of speeches and translation of documents into other languages as are necessary to meet the convenience of delegates and practicable with the facilities and staff available.

ARTICLE 11

Right to address the committee

1. No delegate or adviser shall have the right to speak without having asked and obtained permission of the chairman, who shall call upon speakers in the order in which they have signified their desire to speak.

2. The chairman may withdraw the right to speak from any speaker whose remarks are not relevant to the subject under discussion.

3. The Chairman may, with the consent of the other officers of the Committee, fix a time-limit for speeches.

ARTICLE 12

Examination of the technical item

1. In examining the technical item on its agenda, the committee will seek to arrive at positive conclusions based on the widest possible measure of agreement.

2. For this purpose it shall provide the delegates with an opportunity of taking part in a general discussion and in an exchange of views regarding the particular points to which their attention is drawn.

3. The committee shall then set up a working party consisting of not more than four regular members of each group and an equal number of deputy members, designated in official meetings by the respective groups, to draw up draft conclusions which the committee shall consider with a view to their adoption.

4. The chairman of the sittings devoted to the discussion of the technical item shall draw up a report setting out the different points of view expressed, which shall be submitted to the committee with a view to its adoption.

ARTICLE 13

Discussion of the general report

The Committee shall hold one or more sittings to discuss the general report.

ARTICLE 14

Examination of resolutions not relating to the technical item on the agenda

1. Resolutions relating to matters not included in the technical item on the agenda of the session shall be handed in to the secretariat of the committee as soon as possible and, at the latest, by a date to be fixed by the steering committee.

2. If the steering committee decides that a resolution handed in under paragraph 1 relates to the technical item on the agenda, it shall refer it to the committee for consideration in conjunction with the report on the technical item.

3. Resolutions other than those dealt with under paragraph 2 shall be considered by the steering committee, which shall first decide whether each resolution is receivable in accordance with the conditions set forth in paragraph 4.

4. Such resolutions shall be receivable only if, in the view of the majority of the members of the steering committee, they deal with:

- (a) problems dealt with in the section of the general report on recent developments in the sector concerned; or
- (b) future activities either of the committee or other bodies of the ILO relating to the problems of the sector concerned.

5. If the receivability of a resolution is challenged, the steering committee may decide, by a vote taken without discussion, to limit the debate by hearing on the question of receivability not more than two speakers from each group and the reply of the author or one of the authors of the resolution.

6. If a resolution is receivable, the steering committee shall consider it and report to the committee whether in its view it is expedient to adopt the resolution either unamended or as amended in form or substance in such manner as the steering committee may consider desirable after hearing the author or authors of the resolution. When submitting to the committee the recommendations of the steering committee, the chairman shall, after consultation with the vice-chairmen of the steering committee, give all the information necessary in regard to the origin of each resolution declared receivable and to any subsequent changes made in the original text by the steering committee. The chairman shall give an oral report to the committee unless the steering committee decides to request its officers to present, in exceptional cases and in regard to a particular resolution, a report in writing.

ARTICLE 15

Motions, conclusions, resolutions and amendments

1. No motion, conclusion, resolution or amendment shall be discussed unless it has been seconded.

2. (1) Motions as to procedure may be moved orally and without previous notice. They may be moved at any time except after the chairman has called upon a speaker and before the speaker has terminated his/her speech.

(2) Motions as to procedure include the following:

- (a) a motion to refer the matter back;
- (b) a motion to postpone consideration of the question;
- (c) a motion to adjourn the sitting;
- (d) a motion to adjourn the debate on a particular question;
- (e) a motion to proceed with the next item on the agenda for the sitting;
- (f) a motion for the closure of the discussion.

3. (1) All conclusions, resolutions and amendments shall be submitted in writing in one of the working languages of the committee and shall be translated and distributed to members before they are discussed.

(2) On the last day of a session of a committee the chairman may, after consultation with the vice-chairmen, permit amendments to be discussed although they have not been translated and distributed as required by the preceding subparagraph.

4. The chairman, in consultation with the vice-chairmen and with the secretariat of the committee, may fix time-limits for the submission of conclusions, resolutions or amendments.

5. Only amendments to amendments already submitted under the conditions referred to above may be submitted during a sitting of the committee for discussion at that sitting. Such amendments shall be submitted in writing.

6. (1) Amendments shall be voted on before the text to which they refer.

(2) If there are several amendments to a motion, conclusion or resolution, the chairman shall determine the order in which they shall be discussed and put to the vote, subject to the following provisions:

- (a) every motion, conclusion, resolution or amendment shall be put to the vote;
- (b) amendments may be voted on either individually or against other amendments, according to the chairman's decision, but if amendments are voted on against other amendments, the motion, conclusion or resolution shall be deemed to be amended only after the amendment receiving the largest number of affirmative votes has been voted on individually and adopted;
- (c) if a motion, conclusion or resolution is amended as a result of a vote, that motion, conclusion or resolution, as amended, shall be put to the meeting for a final vote.

7. Any amendment may be withdrawn by the person who moved it unless an amendment to it is under discussion or has been adopted. Any amendment so withdrawn may be moved without previous notice by any other person entitled to participate in the proceedings of the committee with the right to vote.

8. Any delegate may at any time draw attention to the fact that the Standing Orders are not being observed, and the chairman shall give an immediate ruling on any question so raised.

ARTICLE 16

Closure

1. Any delegate may, under the provisions of article 15, paragraph 2, subparagraph (2) (f), submit a motion for the closure either on a particular amendment or on the general question under discussion.

2. The chairman shall put a motion for the closure if it is supported by at least one-fifth of the delegates present at the sitting and entitled to vote. Before putting it to the vote, however, he/she shall read out the names of those persons who have already signified their wish to speak, and they shall still have the right to speak after the closure has been voted.

3. If application is made for permission to speak against the closure, this permission shall be accorded to one speaker from each group. If the closure is voted, one delegate from each group no member of which has already signified his/her wish to speak under the conditions provided for in the preceding paragraph may speak on the question under discussion.

ARTICLE 17

Voting

1. In the absence of general agreement duly ascertained by the chairman, decisions shall be taken by a simple majority of the votes cast for and against by the delegates present at the sitting and entitled to vote.

2. Voting shall normally be by a show of hands.

3. In case of doubt as to the result of a vote by show of hands, the chairman may cause a record vote to be taken.

4. A record vote shall be taken if a request to that effect is made before or immediately after a vote by show of hands by at least one-fifth of the delegates present at the sitting and entitled to vote, or by the chairman of a group or by his/her duly appointed representative.

5. The vote shall be recorded by the secretariat and announced by the chairman.

6. No resolution, conclusion, amendment or motion shall be adopted if the number of votes cast for and the number of votes cast against are equal.

ARTICLE 18

Quorum

1. A vote is not valid if the number of votes cast for and against is less than half the total number of delegates present at the session and entitled to vote.

2. Where a quorum has not been obtained in a vote by a show of hands, the chairman may immediately take a record vote. He/she shall be obliged to do so if a record vote is called for in the manner laid down in paragraph 4 of article 17.

ARTICLE 19

Secretariat

1. The secretariat of the committees shall be appointed by the Director-General of the International Labour Office.

2. The secretary-general of the committee, or his/her representative, shall present the reports and documents prepared by the Office, assist the chairman and the vice-chairmen in the exercise of their duties and may, with the permission of the chairman, address the committee and its subsidiary bodies.

Section III. Standing Orders for the groups

ARTICLE 20

Autonomy of groups

Subject to the Standing Orders, each group shall control its own procedure.

ARTICLE 21

Officers of the groups

1. At its first meeting each group shall elect a chairman, at least one vice-chairman and a secretary.

2. The chairman and the vice-chairman or vice-chairmen shall be selected from among the delegates and advisers constituting the group; the secretary may be elected from among persons outside the group.

ARTICLE 22

Official meetings

1. Each group shall hold official meetings for the transaction of the following business:

- (a) the nomination of a vice-chairman of the committee;
- (b) the designation of members of the steering committee, of the Working Party established to draft conclusions and of any other subsidiary bodies;
- (c) any other matters referred to groups under the present Standing Orders or by the committee or its steering committee.

2. At the first official meeting of each group, which shall be held as soon as possible after the committee meets, a representative of the secretariat shall be present, if the group so desires, to inform the group as to procedure.

3. At official meetings only delegates shall vote, provided that delegates may, by notice in writing to the chairman of the group, appoint one of their advisers to act in their place, if they themselves are unable to be present, in accordance with the provisions of article 5 of the present Standing Orders.

4. The secretary of each group shall report forthwith to the chairman of the committee the results of all official meetings.

ARTICLE 23

Non-official meetings

Groups may at any time hold non-official meetings.

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