

(120)

**Resolutions Adopted by the  
International Labour Conference at its 67th Session  
(Geneva, June 1981)**

**I**

**Resolution concerning the Training and Retraining of Managers in Both Private  
and Public Undertakings as well as the Encouragement of the Spirit  
of Entrepreneurship Especially in Developing Countries<sup>1</sup>**

The General Conference of the International Labour Organisation,

Noting that full utilisation of modern managerial and technical talent is essential for the development of efficient enterprises without which economic development will be retarded and that it can contribute to reducing unemployment and underemployment by facilitating the creation and development of small and medium-sized undertakings,

Noting that the shortage of competent and well-trained managers is a fundamental problem, particularly in developing countries, which hampers the efficient running of the enterprise, particularly in small and medium-sized enterprises, which can also help to provide employment progressively commensurate with the growth in the labour force,

Convinced that such a shortage of well-trained managers can best be overcome by stimulating the creativity inherent in each individual, which is an integral part of all societies guaranteeing freedoms and encouraging initiative within the enterprise,

Recalling the resolution concerning management development, the resolution concerning small-scale industry in developing countries and the resolution concerning the contribution of small and medium undertakings to economic and social progress and to the creation of employment, in particular in developing countries, adopted respectively 42nd (1958) 46th (1962) and 60th (1975) Sessions of the International Labour Conference,

Recalling the resolution concerning management development, with special reference to personnel policies and practices, adopted by the Sixth Asian Regional Conference of the ILO in Tokyo, 1968,

Convinced that the Management Development Programme of the ILO has a great potential for contributing, within the tripartite structure of the Organisation, to social progress by increasing productivity, improving labour-management relations and working conditions, selecting appropriate technologies and creating new productive employment opportunities through the application of modern management techniques and practices,

Commending the results achieved by the ILO's Management Development Programme in assisting developing countries in their efforts to train managers in all sectors;

Invites the Governing Body of the International Labour Office –

(a) to urge Governments of member States –

- (i) to encourage, where appropriate and necessary, the provision of training in management techniques for managers and entrepreneurs;
- (ii) to give special consideration and attention to the problems which managers of small and medium-sized enterprises might have in obtaining access to further training, particularly in developing countries;
- (iii) to encourage inclusion of labour questions in such training, in particular labour relations, collective bargaining, positive relations with free, independent and autonomous trade unions;
- (iv) to ensure that the training of managers is established as an integral part of a coherent national training policy with a view to promoting equal opportunities for all without discrimination in the field of training;

<sup>1</sup> Adopted on 23 June 1981.



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- (b) to request the Director-General –
- (i) to provide assistance to member States in adopting policies favourable to the promotion of entrepreneurship and the development of managerial know-how, particularly among small entrepreneurs; this assistance should include in particular training aimed at achieving sound industrial relations practices, the principle of meaningful consultation as well as the development of a capacity to conduct appropriate training programmes for their workers. Such programmes should be aimed in particular at the promotion of basic ILO standards, such as freedom of association, the development of free and independent trade unions and the right to collective bargaining;
  - (ii) to encourage technical co-operation projects in the field of entrepreneurial and small-enterprise development as an important part of the general ILO programme of assistance to employers' organisations with a view to enabling them to improve services they render in such fields as management, technical information and data processing;
  - (iii) to improve consultancy and advisory services aimed at accelerating development of general management competence including labour relations and collective bargaining in member States by strengthening national and regional management institutes and their improved contribution to vigorous small-enterprise development activity.

## II

### **Resolution concerning the Role of the ILO in the International Development Strategy for the Third United Nations Development Decade<sup>1</sup>**

The General Conference of the International Labour Organisation,

Welcome the adoption of the new International Development Strategy for the Third United Nations Development Decade by the 35th Session of the United Nations General Assembly,

Affirming that the implementation of the new United Nations International Development Strategy is dependent upon global negotiations, the success of which will greatly enhance world development, international co-operation and also peace and security in the world,

Convinced that the implementation of the new Strategy as adopted would constitute an important contribution towards the establishment of a new international economic order and the achievement of its social objectives,

Recalling that the United Nations International Development Strategy for the Second Development Decade introduced the notion of social objectives in the development process and welcoming in this connection the fact that, the text of the new Strategy contains a stronger commitment than the previous one on the part of member States with regard to social aspects of development such as poverty alleviation, employment, income distribution, working conditions, training, technology, child labour, women and youth, and popular participation,

Aware that the International Development Strategy for the Third United Nations Development Decade lays broad emphasis on the social and human objectives of development, and that economic and social justice can only be achieved in conditions of peace, freedom and democracy.

Expressing its grave concern at the diminishing employment opportunities and increasing unemployment, underemployment and poverty noted in various parts of the world,

Reaffirming that no strategy seeking to attain the social aims and objectives of development can be successfully undertaken if its sole aim is economic growth, and reaffirming the new approach to growth and the fundamental criteria for

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<sup>1</sup> Adopted on 23 June 1981.

development embodied in the conclusions of the World Employment Conference putting special emphasis on full employment, the satisfaction of basic needs, accelerated growth, equitable distribution of income and wealth,

Recalling the Declaration of Principles and Programmes of Action adopted by the ILO World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, and their subsequent endorsement by the General Assembly,

Believing that the extent of the problems and their interdependence call for their short-and long- term solutions to be based on close collaboration between:

- (a) states which have the primary responsibility for formulating and putting into effect policies which promote economic stability, full employment and the satisfaction of basic needs;
- (b) the social partners which have to be adequately involved in the elaboration and implementation of development programmes;
- (c) the competent international organisations,

Recognising that free and viable trade unions and rural employers' and workers' organisations are indispensable for a balanced and sustained and social development,

Emphasising the crucial importance of rural development and agrarian reforms for the vast majority of the populations in most developing countries, and recalling in this connection the Declaration of Principles and Programme of Action of the World Employment Conference which states that in most developing countries agrarian reform, land distribution and the provision of ancillary services are basic to rural development and that effective mass participation of the rural population is needed in this regard,

Recognising the overall targets for growth and the need for a more equitable distribution of economic opportunities among nations identified in the new Strategy as being the minimum criteria for the achievement of an adequate level of development,

Recalling Resolution 35/81 of the United Nations General Assembly stating that operational activities can contribute significantly to the accelerated development process and should encompass every activity aimed at promoting economic and social development and welfare,

Considering that, in conformity with the Declaration of Philadelphia and, by reason of its institutional competence, its tripartite and universal nature and its long experience in this specific field, the ILO has a special responsibility to promote actions towards attaining the social aims of development called for in the Strategy and represents as well the most appropriate forum for reaching a reasonable and realistic consensus concerning the objectives to be attained and the concrete action to be taken.

Recalling likewise the Report of the Director-General of the ILO on technical co-operation and its new prospects and dimensions examined by the International Labour Conference in 1977, which emphasised among other things the tasks assigned to the ILO and the action which it should take within the framework of its operational activities,

Recalling the resolution adopted by the Conference in 1975, concerning the contribution of small and medium undertakings to economic and social progress and to the creation of employment, in particular in developing countries; recalling also the 1979 resolution concerning the technical co-operation programmes of the ILO, and the 1977 resolution concerning the strengthening of tripartism in ILO supervisory procedures of international labour standards and technical co-operation programmes,

Welcoming the provisions made by the Governing Body and the Director-General in the context of both the ILO Medium-Term Plan for 1982-87 and the 1982-83 Programme and Budget with a view to enabling the ILO to meet its role and responsibilities with regard to the implementation of the new Strategy;

1. Calls upon member States :

- (a) to take balanced and co-ordinated steps to ensure the application to the fullest extent possible of the new International Development Strategy for the Third United Nations Development Decade ;
- (b) to take into account in this connection that the ratification and full application of ILO standards constitutes one of the fundamental elements with regard to the achievement of the aims and objectives set by the new Strategy ;
- (c) to give special consideration in this context to ILO Conventions and Recommendations related to key provisions of the new Strategy which have been identified as being of special concern to the ILO. These provisions include: social goals of development; income distribution and poverty; employment; vocational training; technology; working and living conditions; child labour; women and young people; broadly-based participation on a tripartite basis in development; as well as to the basic Conventions Nos. 87 (Freedom of Association and Protection of the Right to Organise) and 98 (the Right to Organise and Collective Bargaining);
- (d) to accord priority to the expansion of operational activities by mobilising to that end the necessary resources at national and international level;
- (e) to ensure close co-ordination of their efforts when mobilising new resources for development so as to make their technical co-operation and investment activities increasingly effective with a view to promoting balanced national growth, the development and use of human resources and improvement of living and working conditions;
- (f) to observe the ILO Tripartite Declaration of Principles concerning Multi-national Enterprises and Social Policy;
- (g) to evaluate on a systematic basis and in close collaboration with employers' and workers' organisations the implementation of the ILO Conventions concerning employment and follow-up of the Declaration of Principles and Programme of Action adopted by the World Employment Conference With special reference to the basic needs approach ;
- (h) to secure the active involvement of the different groups of society and especially employers' and workers' organisations in national measures and programmes for the implementation of the new Strategy, especially in implementing operational activities.

2. Calls on the United Nations, when implementing the provisions for evaluation provided for in the new Strategy, to draw on the experience and the procedures developed by the ILO with regard to the assessment and supervision of the application of its standards.

3. Urges the United Nations, its specialised agencies and other multilateral funding agencies to promote the application of ILO standards in their development assistance activities.

4. Invites the Governing Body of the International Labour Office to take all appropriate steps to involve the ILO to the fullest extent possible, through its different means of action, in the implementation of the new International Development Strategy, and to this end to instruct the Director-General–

- (a) to encourage and assist member States in their efforts to ratify and apply ILO Conventions and to implement relevant Recommendations to the fullest extent possible, in particular the ILO standards related to key provisions of the new Strategy ;
- (b) to continue to give high priority to the ILO's activities for the defence of human and trade union rights and the rights of employers' organisations ;
- (c) to intensify the ILO's efforts for the achievement of the objectives formulated by the World Employment Conference which constitute major elements in the framework of the goals and objectives of the new Strategy ;

- (d) to continue to ensure maximum attention and resources for the promotion of rural development policies aiming at improving the lot of the rural poor by giving them access to land, employment, training and basic services, and by raising their productivity so as to enable them to earn higher incomes while enhancing their contribution to national development;
- (e) to place particular emphasis in this connection on the further strengthening of programmes for the organisation, training and education of rural workers;
- (f) to further promote equality of opportunities and conditions of women so as to enable them to contribute fully to and benefit from the national development process;
- (g) to step up efforts for the strengthening of the ILO's technical assistance programmes including by seeking adequate allocations from extra-budgetary sources for this purpose;
- (h) to achieve a reinforcement of the operational activities of the ILO for improving working conditions and environment within the framework of the International Programme for the Improvement of Working Conditions and Environment (PIACT), and in the light of the evaluation of this programme to be undertaken in the 1982-83 biennium;
- (i) to stimulate the efforts undertaken within the framework of the Administrative Committee on Co-ordination and particularly its subsidiary bodies concerned with questions involving operational activities, with a view to reinforcing co-operation between institutions of the United Nations family so that they may support each other in the implementation of the International Development Strategy and especially its social aims, and to inform the Governing Body of the steps taken to that end;
- (j) to examine the extent to which the notion of technical co-operation among developing countries (TCDC) can be reinforced in the operational activities of the ILO, and to study methods and means of encouraging TCDC, including the use of the Turin Centre and the regional and inter-regional institutions and projects for employment, labour administration and advanced vocational training;
- (k) to secure participation on a basis appropriate to the ILO's tripartite structure and within the limits of the ILO's field of competence, in international discussions with other interested organisations on all matters related to the International Development Strategy;
- (l) to proceed diligently with the requested studies on the application of ILO standards in export processing zones and to propose the measures which should be taken in the light of the conclusions emerging from such studies;
- (m) to secure full tripartite participation in all the ILO's activities related to the new Strategy;
- (n) to give particular consideration, when revising the Medium-Term Plan and preparing programme and budget proposals during the period of the Plan, to the social objectives specified by the International Development Strategy and to ensure that the different means of action of the ILO are more complementary, with particular reference to standard-setting activities, research and operational activities;
- (o) to devote particular attention to improving the effectiveness of the operational activities of the ILO, among other things by decentralising the technical co-operation backstopping services, co-ordinating procedures, and rationalising information and evaluation procedures while seeking the collaboration of other organisations of the United Nations system;
- (p) to ensure that the ILO will assume its full role in the envisaged procedures for review and appraisal of the implementation of the new International Development Strategy for the Third United Nations Development Decade.

### III

#### **Resolution concerning the Economic and Social Consequences of Disarmament<sup>1</sup>**

The General Conference of the International Labour Organisation,

Convinced that real economic and social progress is possible only in conditions of lasting peace,

Recalling the Constitution of the International Labour Organisation and the Philadelphia Declaration, whose fundamental principles call for universal and lasting peace, based on social justice,

Recalling the Charter of the United Nations, the principles of which should inspire the economic and social policy of States so as to ensure universal and lasting peace and the right of peoples to free determination of their system of development,

Recalling that the United Nations General Assembly adopted in December 1980 Resolution 35/46 proclaiming the 1980s as the Second Disarmament Decade,

Considering that in a world of limited resources there is a close relationship between expenditure on armaments and economic and social development, and that such expenditure compromises efforts to establish a new international economic order on a more equitable basis,

Considering that resources released as a result of the implementation of disarmament measures should be used in a manner which will help to promote the well-being of all peoples and to improve the economic situation of the developing countries,

Recalling also the resolution concerning the follow-up to be given to the World Employment Conference, as it was adopted by the 65th Session of the International Labour Conference, and deploring the considerable waste of resources resulting from the armaments race, particularly the nuclear arms race,

Noting the attention given to the question of the economic and social consequences of disarmament by the Governing Body of the ILO at several of its recent sessions,

Welcoming the co-operation which the ILO has already extended to the United Nations Centre for Disarmament,

Believing that complete and pertinent information should be provided in order that the economic and social consequences of disarmament can be evaluated and appreciated and in order that expenditure on armaments can be directed towards more productive goals, and looking forward to the study on the relations between disarmament and development which the Secretary-General of the United Nations is due to submit to the 36th Session of the United Nations General Assembly,

Noting in particular that the United Nations Centre for Disarmament has already studied aspects of the subject of concern to the ILO, as reported to the Governing Body of the ILO in February 1981 and that the ILO already proposes to publish a number of articles on the same subject,

Convinced that the ILO, which has been awarded the Nobel Peace Prize, as an international Organisation belonging to the United Nations family, should continue to contribute, within its own specific field of competence, to the process of détente and disarmament in the interests of peace and social progress;

Invites the Governing Body of the International Labour Office:

- (a) to instruct the Director-General to maintain close co-operation with the United Nations Centre for Disarmament and the United Nations bodies entrusted with work in this field, in order that the ILO should continue to make an appropriate contribution, within its field of competence, to the work of the United Nations system as a whole on this subject;
- (b) to urge member States to lend their support to the studies and research which the ILO will undertake to this end and to provide the ILO with information at its request;

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<sup>1</sup> Adopted on 23 June 1981.

- (c) to determine, in the light of such research, what other steps would be appropriate for action by the ILO in the area of the economic and social consequences of disarmament.

#### IV

##### **Resolution concerning Training<sup>1</sup>**

The General Conference of the International Labour Organisation,

Recalling the responsibility which is incumbent specifically upon the ILO in respect of training as stated in the Preamble to its Constitution and in the Declaration of Philadelphia concerning the aims and purposes of the ILO,

Recalling the Convention (No. 142) and Recommendation (No. 150) of 1975 concerning Vocational Guidance and Vocational Training in the Development of Human Resources, as well as the Paid Educational Leave Convention (No. 140) and Recommendation (No. 148) of 1974,

Considering that a number of ILO industrial meetings have adopted conclusions on training problems and requirements in different economic sectors,

Recognising that training is an indispensable factor in achieving the development objectives of member States and that training improves and protects human resources and contributes to the self-fulfilment of each individual, and to the fulfilment of development needs,

Emphasising the importance of adequate systems and facilities in the field of education, vocational guidance and training for the employment opportunities of young people in particular,

Considering the structural and technological changes to be expected in the 1980s and their consequences for training systems, and the need for realistic assessments of the most probable effects of technological change on future labour and skill requirements, and that adequate measures should be provided for the vocational guidance and retraining of workers,

Welcoming the increasing volume of the ILO's activities in the field of training, which represent a major part of the ILO's expenditure on technical co-operation,

Emphasising that the ILO should continue to assume overall responsibility for training within the United Nations system and stressing the leading and co-ordinating role of the ILO in this field;

1. Recommends that the training policies of member States and of the ILO should focus on the following three major fields of activity:

- (a) promoting equal opportunity in training for all groups of the population;
- (b) providing adequate training opportunities in all sectors of the economy and for all levels of skills to meet the changing needs of society, taking full account of the effects of technological change and other structural adjustments on future labour and skill requirements;
- (c) improving the effectiveness and efficiency of vocational guidance and training systems and programmes in order to optimise their contribution to the development aims of member States.

2. Calls upon member States to multiply their efforts to prepare, adopt and apply comprehensive and co-ordinated training policies and programmes, and in this context—

- (a) to implement the provisions of the Convention (No. 142), and Recommendation (No. 150), 1975, concerning Vocational Guidance and Vocational Training in the Development of Human Resources, as well as of the Paid Educational Leave Convention (No. 140) and Recommendation (No. 148), 1974, and, where they have not already done so, to ratify these Conventions as early as possible;

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<sup>1</sup> Adopted on 23 June 1981.

- (b) to develop adequate mechanisms to assess, on the one hand, the future labour and skill requirements in the light of technological and structural changes and, on the other hand, the various vocational guidance systems and vocational training methods, taking account of development needs;
- (c) to ensure that the public agency or agencies responsible for the planning, development and evaluation of training policies have adequate resources for the effective discharge of their responsibilities;
- (d) to promote the active participation of employers' and workers' organisations at the appropriate level in the identification of vocational guidance and training needs, the formulation of training policies and the development, management and evaluation of training programmes.

3. Invites employers' and workers' organisations to co-operate, at the appropriate level, to facilitate the solution of training problems, and to make use, where appropriate, of consultation or negotiation including collective bargaining.

4. Requests the Governing Body of the International Labour Office to continue to allocate adequate resources for the promotion of training activities in member States and to instruct the Director-General—

- (a) to undertake research on the future training needs and labour and skill requirements in different sectors of the economy, to evaluate the different vocational guidance systems and training methods in the light of development needs, to improve the collection and dissemination of information on training, and to organise exchanges of experience between the constituents of the ILO;
- (b) to encourage and to assist, to the fullest extent possible, in the establishment and development of appropriate regional training institutions especially in developing countries;
- (c) to make full use of the International Centre for Advanced Technical and Vocational Training in Turin, APSDEP, CIADFOR and CINTERFOR in carrying out the training activities of the ILO, while ensuring effective co-ordination of their work.

5. Reaffirms the leading role of the ILO within the United Nations system in the field of training and invites the Director-General to take the necessary steps to enable the Organisation to play the central co-ordinating role within the United Nations system in matters relating to training.

## V

### **Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled: "Maintenance of Migrant Workers' Rights in Social Security (Revision of Convention No. 48)" and to Provide for Further Action on this Item by the International Labour Organisation<sup>1</sup>**

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention concerning Maintenance of Rights in Social Security,

Having agreed that there should be a Recommendation having as an annex model provisions designed to facilitate the application of the Equality of Treatment (Social Security) Convention, 1962, and, as appropriate, the Convention to be adopted in 1982, by means of the conclusion of bilateral or multilateral social security instruments,

Considering it desirable to entrust the preliminary study of these model provisions to a tripartite meeting of experts which would be convened as early as possible after the adoption, in 1982, of the proposed Convention;

<sup>1</sup> Adopted on 22 June 1981.



1. Decides that an item entitled “Maintenance of Migrant Workers’ Rights in Social Security (Revision of Convention No. 48)” shall be included in the Agenda of its next Ordinary Session for a second discussion, with a view to the adoption of a Convention.
2. Decides further to ask the Governing Body of the International Labour Office to convene, as soon as possible after the 68th Session of the Conference, a tripartite meeting of experts and to include in the agenda of an early Session of the Conference thereafter, an item entitled “Maintenance of Rights in Social Security”, for a single discussion with a view to the adoption of a Recommendation having as an annex appropriate model provisions to facilitate the conclusion of bilateral or multilateral social security instruments between the Members concerned, in conformity with the relevant provisions of the Equality of Treatment (Social Security) Convention, 1962, and the Convention to be adopted in 1982.

## VI

### **Resolution to Place on the Agenda of the Next Ordinary Session of the Conference an Item Entitled “Termination of Employment at the Initiative of the Employer”<sup>1</sup>**

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the eighth 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 termination of employment at the initiative of the employer;

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

## VII

### **Resolutions concerning the Composition of the Administrative Tribunal of the International Labour Organisation<sup>2</sup>**

- (1) The General Conference of the International Labour Organisation,

In accordance with article III of the Statute of the Administrative Tribunal;

Extends the term of office of Mr. André Grisel (Switzerland) as judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

- (2) The General Conference of the International Labour Organisation,

In accordance with article III of the Statute of the Administrative Tribunal;

Appoints Mr. Jacques Ducoux (France) as a judge and Mr. Héctor Gros Espiell (Uruguay) as a deputy judge of the Administrative Tribunal of the International Labour Organisation for a period of three years.

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<sup>1</sup> Adopted on 22 June 1981.

<sup>2</sup> Adopted on 15 June 1981.

## **VIII**

### **Resolution concerning the payment of additional annuities into the ILO Staff Pensions Fund<sup>1</sup>**

The General Conference of the International Labour Organisation;

Decides that the deficit of the ILO Staff Pensions Fund as at 30 June 1980 shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of \$186,000 a year for eight years beginning on 1 January 1982;

Decides further that the amount required to amortise the cost, until 30 June 1981, of continuing adjustment of pensions under article 34 of the Regulations of the ILO Staff Pensions Fund, beyond the level attained at 30 June 1980, shall be amortised by payment by the International Labour Organisation to the Fund of an additional annuity of \$180,000 a year for eight years beginning 1 January 1982.

## **IX**

### **Resolution concerning arrears of contributions assessed on the former Republic of South Viet Nam<sup>1</sup>**

The General Conference of the International Labour Organisation,

Considering that the Socialist Republic of Viet Nam, which became a Member of the Organisation on 17 January 1980, has not chosen to succeed to the assets and liabilities standing in the name of the former Republic of South Viet Nam in the books of the ILO;

Decides that the arrears of contributions amounting to US\$59,959 assessed on the former Republic of South Viet Nam in respect of the period 1 January 1975 to 1 July 1976 inclusive shall be written off;

Decides further that the share of the former Republic of South Viet Nam in the Working Capital Fund of the Organisation, amounting to US\$10,441, shall be transferred to Part II of the Fund.

## **X**

### **Resolution concerning the Adoption of the Programme and Budget for the 58th Financial Period (1982-83) and the Allocation of Expenses among Member States<sup>2</sup>**

The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations, and noting that under paragraph 2 of article 21 thereof an additional assessment of US\$7,884,428 is required in 1982 for reimbursement to the Working Capital Fund of the amount withdrawn therefrom at the end of 1980,

Passes for the 58th financial period, ending 31 December 1983, the budget of expenditure of the International Labour Organisation amounting to US\$230,033,000 and the budget of income amounting to US\$230,033,000 and resolves that the budget of income from member States shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

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<sup>1</sup> Adopted on 15 June 1981.

<sup>2</sup> Adopted on 16 June 1981 by 404 votes in favour, 34 against, with 8 abstentions.

## **XI**

### **Resolution concerning the Participation of Women in ILO Meetings<sup>1</sup>**

The General Conference of the International Labour Organisation,

Noting the terms of article 3, paragraph 2, of the ILO Constitution, which provides, inter alia, that “when questions specifically affecting women are to be considered by the Conference, one at least of the advisers should be a woman”, and

Recalling the adoption by the International Labour Conference at its 60th (1975) Session of a resolution concerning a plan of action with a view to promoting equality of opportunity and treatment for women workers and particularly the terms of paragraph 2 of section 10 thereof to the effect that “measures should be taken to ensure that women are considered for and appointed to delegations on the same basis and by the same standards as men, whether to the International Labour Conference, to regional conferences of the ILO or to other national and international meetings convened under the auspices of the ILO and other intergovernmental organisations”, and

Taking account of the already extensive and constantly increasing participation of women in all branches of economic activity and the consequent equal relevance to women and men alike of the questions considered at the International Labour Conference, and

Regretting that over-all participation figures of women on national delegations have continued to remain low;

Urges that measures be taken to secure the widest possible participation of women at the International Labour Conference on the same footing as men and that, in accordance with this principle, efforts be made in all member States to include women in national delegations among both Government and non-government delegates and advisers.

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<sup>1</sup> Adopted on 11 June 1981.

ISBN 92-2-102414-8  
Price: 6 Swiss francs