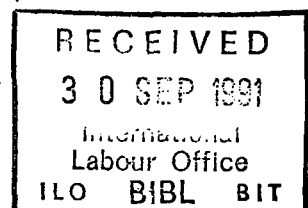


09734/3



**Resolutions adopted by the  
International Labour Conference at its 78th Session  
(Geneva, June 1991)**



**I**

**Resolution concerning the minimum timetable for the  
Eleventh Asian Regional Conference of the ILO<sup>1</sup>**

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;
- (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"<sup>2</sup>**

The General Conference of the International Labour Organisation,

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

<sup>1</sup> Adopted on 6 June 1991.

<sup>2</sup> Adopted on 24 June 1991.

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 technology <sup>1</sup>**

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. 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 of the 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

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<sup>1</sup> Adopted on 25 June 1991.

research, development and extension efforts in these areas. In addition, proposals being advanced for the patenting of life 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, seeds, 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 Chemicals 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 labour 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 multi-farm 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 re-train 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 development <sup>1</sup>**

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,

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<sup>1</sup> Adopted on 25 June 1991.

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 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 current 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 international 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 workers <sup>1</sup>**

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

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<sup>1</sup> Adopted on 25 June 1991.

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;
- (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 Paraguay <sup>1</sup>**

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;

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<sup>1</sup> Adopted on 12 June 1991.

- (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 Organisation <sup>1</sup>**

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.

## VIII

### **Resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation <sup>2</sup>**

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 contributions <sup>1</sup>**

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,

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<sup>1</sup> Adopted on 12 June 1991 by 307 votes in favour, none against, with no abstentions.

<sup>2</sup> Adopted on 19 June 1991.



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.

## **X**

### **Resolution concerning the assessment of the contribution of Albania for 1991<sup>1</sup>**

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 biennium<sup>1</sup>**

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 francs 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 the 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;

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<sup>1</sup> Adopted on 19 June 1991.

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.

## **XII**

### **Resolution concerning the establishment of a Voluntary Thrift Benefit Fund for ILO officials <sup>1</sup>**

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 earned 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 States <sup>2</sup>**

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 recommenced by the Finance Committee of Government Representatives.

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<sup>1</sup> Adopted on 19 June 1991.

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

## Contents

	Page
I. Resolution concerning the minimum timetable for the Eleventh Asian Regional Conference of the ILO . . . . .	1
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
III. Resolution concerning the application of modern agricultural technology . . . . .	2
IV. Resolution concerning structural adjustment, industrial relations and economic and social development . . . . .	10
V. Resolution concerning ILO action for women workers . . . . .	13
VI. Resolution concerning the arrears of contributions of Paraguay . . . . .	15
VII. Resolution concerning the granting to Paraguay of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organisation . . . . .	16
VIII. Resolution concerning the composition of the Administrative Tribunal of the International Labour Organisation . . . . .	16
IX. Resolution concerning the incentive scheme for early payment of member States’ assessed contributions . . . . .	16
X. Resolution concerning the assessment of the contribution of Albania for 1991 . . . . .	17
XI. Resolution concerning the treatment of the premium on forward purchasing of dollar requirements for the 1992-93 biennium . . . . .	17
XII. Resolution concerning the establishment of a Voluntary Thrift Benefit Fund for ILO officials . . . . .	18
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 States . . . . .	18

