



Resolutions

Resolutions submitted in accordance with article 17 of the Standing Orders of the Conference

Resolution concerning the strengthening of the role of the ILO in supporting workers and employers in Palestine and the other occupied Arab territories as a result of continued Israeli occupation and aggressive practices, submitted by the Government delegations of Bahrain, Djibouti, Jordan and Oman; the following Employers' delegates: Mr. Al-Rabah (Kuwait); Mr. Al-Rabaie (Oman); Mr. Alsaleh (Bahrain); and Mr. Koullou (Morocco); and the following Workers' delegates: Mr. Al-Kuhlani (Yemen) and Mr. Ben Assadallah (Oman)¹

The General Conference of the International Labour Organization,

Recalling the provisions of the ILO Constitution which states that “universal and lasting peace can be established only if it is based on social justice” and that “conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled”,

Reaffirming the Declaration of Philadelphia which states that “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”,

Noting the resolution (No. 9) concerning the policy of discrimination, racism and violation of trade union freedoms and rights practised by the Israeli authorities in Palestine and in other occupied Arab territories adopted by the International Labour Conference at its 59th Session in 1974, and the resolution concerning the implications of Israeli settlements in Palestine and other occupied Arab territories in connection with the situation of Arab workers, adopted by the International Labour Conference at its 66th Session in 1980,

Expressing its deep concern regarding the sharp increase in unemployment in Palestine, in the number of persons with special needs, as well as the collapse of the

¹ The Employers' delegate Mr. El-Gurashi (Sudan) and the following Workers' delegates: Mr. El-Zlitni (Libyan Arab Jamahiriya); Mr Ghandour (Sudan); and Mr. Jrad (Tunisia), were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

economic and social situation as a result of continued Israeli occupation, economic blockade, collective punishment, the construction of the separation wall, the destruction of infrastructure and homes, the bulldozing of agricultural land and the endangering of the lives of civilians, by displacement, poverty and unemployment;

1. Requests the Government of Israel to carry out an immediate and total withdrawal from the Palestinian territories and other Arab territories occupied since 1967, especially Al-Quds, and to dismantle all the settlements established in these territories as they are an insurmountable obstacle to the fulfilment of a lasting and comprehensive peace according to international resolutions, the implementation of the Road Map, and the establishment of an independent Palestinian State.

2. Calls upon the Members of the ILO to provide material and moral support to the tripartite social partners in Palestine and in the other occupied Arab territories to help eliminate the destructive effect of occupation and military aggression.

3. Calls upon the Government of Israel to remove all obstacles impeding the movement of Palestinian workers including the separation wall that is being constructed at the expense of Palestinian lands, in view of their destructive economic, social and human impact on the Palestinian people.

4. Requests the Governing Body and the Director-General of the ILO to:

- (a) increase ILO programmes of support to the production partners in Palestine and in the other occupied Arab territories aimed at developing work opportunities, a reduction in poverty and unemployment and the reconstruction and rehabilitation of productive, social and trade union institutions;
- (b) effectively contribute to and assist the Palestinian Fund for Employment and Social Protection, including calling on international organizations and financial institutions to support the Fund financially to enable it to implement its programmes which effectively contribute to providing decent work for Palestinian workers;
- (c) call on the Israeli Government and employers to allow the return of those Palestinian workers who were forcibly prevented from going back to work as a result of the economic blockade and military barricades.

5. Requests the Governing Body of the International Labour Office and the Director-General to take the necessary steps for the implementation of this resolution.

Resolution concerning the role of the ILO in efforts to secure global peace, justice and security around the world, submitted by the following Workers' delegates: Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norödahl (Iceland); Mr. Rampak (Malaysia); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States)²

The General Conference of the International Labour Organization,

Recalling the opening words of the ILO Constitution of 1919, that “universal and lasting peace can be established only if it is based upon social justice”,

Reaffirming its commitment to achieving a peaceful and secure world in which people from all countries coexist in mutual respect and tolerance,

Deeply concerned about the armed conflicts raging in many countries around the world, which are ruining the lives of millions of women, men and children and producing devastating social and economic consequences,

Recalling that many conflicts have their origins in profound injustice, poverty, inequality, the denial of human rights and democracy, as well as poor governance and corruption,

Convinced that increasing expenditure on efforts to preserve law and order nationally and internationally, without investing in measures to tackle the roots of the conflicts and tensions caused by inequality and lack of opportunities, is a strategy doomed to failure,

Also convinced that the situation of working families depends crucially on ending armed conflicts,

Rejecting unilateralism in world affairs and categorically rejecting all forms of terrorist activity,

Supporting the United Nations as the multilateral framework for peace and security around the world and its role as the principal actor in the maintenance of peace and the peaceful resolution of disputes,

Considering that international cooperation based on principles of solidarity and respect for international law is essential in solving social, economic, juridical and administrative problems,

Recognizing the need to act promptly against the most widespread and abhorrent forms of human rights violations during armed conflict, including sexual assault against women and girls, forced use of child combatants and the displacement of millions of

² The following Workers' delegates: Mr. Attigbe (Benin); Mr. Oshiomhole (Nigeria); Mr. Petrecca (Argentina); Mr. Sidi Saïd (Algeria); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Urbieta (Venezuela) and Mr. Vaccari (Brazil), were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

people within and between countries, which have profound effects on the lives of those concerned, their societies and their economies,

Convinced that adherence to and action in accordance with the international Conventions and Recommendations of the ILO and other international instruments can provide the framework for overcoming obstacles to development, peace and security,

Welcoming the assistance already provided by the ILO and the measures it has taken towards rehabilitation and reconstruction of countries affected by armed conflicts;

1. Appeals to all parties to armed conflicts to take the bold steps necessary to achieve peace, for a rapid end to hostilities, reinforcing and establishing, under the auspices of the United Nations, democratic national governments free from military or any other form of autocratic control.

2. Urges governments to achieve substantial reductions in military expenditures, to increase spending on social programmes and investment in economic development, and calls for new initiatives to regulate and control world production of and trade in arms, and to convert armaments production to peaceful means, accompanied by effective transitional measures with employment promotion as a central objective.

3. Appeals to intergovernmental and non-governmental international organizations, to governments and to member States to reinforce multilateral or bilateral international cooperation in the economic, social and cultural fields.

4. Acknowledges that social, economic and political empowerment of people and their communities is directly linked to peace and to the realization of basic human rights, especially those concerned with freedom to work in conditions of equity, security and human dignity.

5. Requests the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) direct the Organization's efforts towards promoting just and sustainable development to improve people's lives;
- (b) determine which forms of technical support and assistance the ILO can appropriately provide in rehabilitation and reconstruction programmes;
- (c) sustain the unique capacities of workers' and employers' organizations to prevent and resolve conflicts, and provide assistance to unions and employers' organizations which are often targeted in conflict situations;
- (d) offer support for the rapid implementation of programmes of activities within the ILO's competencies, covering in particular the following areas: implementation of core labour standards; re-entry into working life and vocational rehabilitation, with specific programmes on equality; labour administration and industrial relations; labour and social security legislation in conformity with ILO standards; and free and independent trade unions and employers' organizations;
- (e) work for the full respect of human rights and international law, as the only way to protect those least able to defend themselves.

Resolution concerning pay equity, submitted by the following Workers' delegates: Mr. Ahmed (Pakistan); Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norödahl (Iceland); Mr. Rampak (Malaysia); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States)³

The General Conference of the International Labour Organization,

Recalling that the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), are universally recognized as embodying fundamental workers' rights and part of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up of 1998,

Emphasizing that the achievement of pay equity is integral to any successful poverty eradication strategy, and that quality jobs as well as quality public services are fundamental in promoting equal opportunities for all,

Noting that the process of globalization is experienced by many women and men as heightened insecurity and marginalization, and that the global gap between economic growth and social development is also fundamentally a gender gap,

Recognizing the importance and value of existing technical assistance programmes carried out by the International Labour Organization on pay equity issues, as reaffirmed in the Global Report *Time for equality at work* adopted by the International Labour Conference in its 91st Session (2003);

1. Appeals to all governments, employers' and workers' organizations to adopt and implement without delay strategies and measures to achieve pay equity.

2. Appeals to all Governments of ILO member States to:

- (a) ratify the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- (b) introduce legislative changes and affirmative action programmes to detect and eliminate discrimination in the workplace;
- (c) compile, publish and disseminate annual statistical indicators on the wage gap based on gender and other factors, including race, ethnicity and disability.

3. Calls upon employers' and workers' organizations to:

- (a) negotiate the adoption of employment equity plans;

³ The following Workers' delegates: Mr. Apecides (Colombia); Mr. Attigbe (Benin); Mr. Oshiomhole (Nigeria); Mr. Petrecca (Argentina); Mr. Sidi Saïd (Algeria); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Urbietta (Venezuela); and Mr. Vaccari (Brazil), were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

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- (b) negotiate the introduction of gender-neutral job evaluation schemes;
 - (c) carry out gender and race audits at the workplace in order to detect and eliminate discrimination.

4. Calls upon workers' organizations to carry out capacity building, training and advocacy programmes on all aspects of pay equity.

5. Invites the Governing Body of the International Labour Organization to request the Director-General to:

- (a) design a model method and provide technical assistance to governments wishing to develop statistical indicators on the gender, race and disability wage gap;
- (b) intensify the campaign for the universal ratification and implementation of Conventions Nos. 100 and 111 together with the other fundamental Conventions;
- (c) continue and strengthen substantively ongoing work to provide capacity building, training and advocacy programmes on all aspects of pay equity for governments, employers' and workers' organizations;
- (d) strengthen research work on:
 - (i) the impact of a minimum living wage on earnings in order to understand its potential impact on the gender, race and disability wage gap and its impact on workers in the informal economy;
 - (ii) the impact of the privatization of public services and the increasing casualization of work on the gender, race and disability wage gap;
 - (iii) ways of publishing research results in simple and accessible format for wide distribution.
- (e) develop guidelines on how to carry out gender-aware job evaluations and workplace auditing and support the dissemination of good practice in this area through newsletters or web-based resources;
- (f) Establish a training programme on gender-aware job evaluations at the Turin Training Centre for governments, and employers' and workers' organizations.

Resolution concerning the ILO's efforts to combat poverty, submitted by the following Workers' delegates: Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow (Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer (Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom); Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano (Japan); Ms. Lekang (Norway); Mr. Norödahl (Iceland); Mr. Rampak (Malaysia); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic); Mr. Svenningsen (Denmark); Ms. Valkonen (Finland); Mr. Wojcik (Poland); Ms. Yacob (Singapore); and Mr. Zellhoefer (United States)⁴

The General Conference of the International Labour Organization,

Considering poverty to be a threat to humanity and reaffirming that "Poverty anywhere constitutes a danger to prosperity everywhere" (Declaration of Philadelphia, 1944),

Conscious of the need to address the "ethical vacuum" in which globalization has come about, with unprecedented levels of wealth but also a widening gap in income and wealth both within and between countries,

Aware of the intolerable persistence at the beginning of the third millennium of unacceptable levels of absolute and endemic poverty throughout the world, with half the world population – some 3 billion people, two-thirds of whom are women – living on less than US\$2 a day and more than 1 billion people living on \$1 a day or less,

Emphasizing that the provision of decent work, with good labour standards and adequate wages, has proven to be the most effective way of achieving poverty reduction,

Stressing the urgent need to speed up concrete actions in order to meet the eight Millennium Development Goals⁵ by 2015;

1. Invites governments, in collaboration with trade unions and employers' organizations, to:

- (a) focus on human and trade union rights as an integral part of development strategy, in particular through the recognition of ILO core labour standards encompassed by the ILO Declaration of Fundamental Principles and Rights at Work and its Follow-up (1998), i.e. the benefits of growth reaching the poor (collective bargaining), their empowerment being ensured (freedom of association), women and other equity-seeking groups participating fully as active agents in the process of change (non-discriminatory policies), while the new generation and the most vulnerable gain new hope (combating child labour and forced labour);

⁴ The following Workers' delegates: Mr. Attigbe (Benin); Mr. Oshiomhole (Nigeria); Mr. Petrecca (Argentina); Mr. Sidi Saïd (Algeria); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Urbietta (Venezuela); and Mr. Vaccari (Brazil), were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

⁵ Eradicate extreme poverty and hunger; achieve universal primary education; promote gender equality and empowerment of women; reduce child mortality; improve maternal health; combat HIV/AIDS, malaria and other diseases; ensure environmental sustainability; and develop a Global Partnership for Development.

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- (b) recognize the relation between poverty reduction, sustained high economic growth and a redistributive policy framework, since the pattern and sources of growth as well as the manner in which its benefits are distributed are interlinked;
 - (c) build policies that increase real wages (including minimum wages) and earnings of wage-paid workers and real earnings of the self-employed, respecting the principle of pay equity, as a crucial element in channelling the benefits of growth to the poor;
 - (d) recognize the need to address the plight of the millions of workers in informal and unprotected employment, and the imperative need to extend social protection and legal rights to those workers;
 - (e) develop a demand-supply approach which, inter alia, would include (from the demand side) employment intensity of growth, higher productivity sectors, technology, creation of assets for the poor, and (from the supply side) the ability of the poor to integrate into the process of economic growth and access the jobs that are created (e.g. through access to education and health, skills development, labour-market information flow, access to productive assets and finance);
 - (f) support flexibility and country ownership in such areas as macroeconomic management, determination of price stability, trade policy, public spending levels and sources of taxation, financial sector reforms, capital account management, agricultural policies, privatization policies, social spending;
 - (g) increase resource flows to developing countries through increased official development assistance, debt relief and other means, through which education, skills, health and other elements of the comprehensive development strategy could be funded;
 - (h) re-orient and increase coherence among policies of international organizations, using the report of the World Commission on the Social Dimension of Globalization as a platform for action.

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

- (a) intensify work at national level in order to integrate core labour standards, genuine tripartite involvement and the concept of decent work in national development strategies, including the IMF and World Bank-sponsored Poverty Reduction Strategy Papers (PRSPs), using the ILO Global Employment Agenda as a guiding framework;
- (b) develop advisory capacity – both at headquarters and in the field – for the tripartite constituents on the issues referred to above, especially providing autonomous and complementary advice vis-à-vis the Bretton Woods institutions;
- (c) upgrade work on social economy initiatives and linkages between decent employment and poverty reduction (for example through the expansion of programmes such as Employment-Intensive Investment and Cooperatives and through the full implementation of the conclusions on the informal economy);
- (d) upgrade resources and guidance on how to boost productivity and incomes in the rural economy, a sector where ILO leadership has dramatically declined in the last decade;
- (e) address the specific problem of poverty in transition economies, identifying strategies that would prevent a downward spiral in these countries;

- (f) tackle the links between poverty and gender discrimination, which contributes both to the feminization of poverty and the perpetuation of poverty from one generation to the next;
- (g) consider setting up a special fund for the fight against poverty through ILO-oriented activities, with contributions from each country at a rate of at least 1 per cent of their military expenditure.

**Resolution concerning the social responsibilities of
business, submitted by the following Workers' delegates:**
**Mr. Ahmed (Pakistan); Mr. Basnet (Nepal); Ms. Brunel (France); Ms. Burrow
(Australia); Ms. Byers (Canada); Mr. Edström (Sweden); Ms. Engelen-Kefer
(Germany); Mr. Howard (South Africa); Ms. Hunt (United Kingdom);
Mr. Katalay Muleli (Democratic Republic of the Congo); Mr. Kusano
(Japan); Ms. Lekang (Norway); Mr. Norödahl (Iceland); Mr. Rampak
(Malaysia); Mr. Sidorov (Russian Federation); Mr. Stech (Czech Republic);
Mr. Svenningsen (Denmark); Ms. Valkonen (Finland); Mr. Wojcik (Poland);
Ms. Yacob (Singapore) and Mr. Yelhoefer (United States)**⁶

The General Conference of the International Labour Organization,

Recognizing that a concept of business ethics referred to as corporate social responsibility has attracted interest in the business world and elsewhere, and that this concept is based on the idea that enterprises should be accountable to stakeholders broadly defined as all those affected by the activities of the enterprise,

Acknowledging that this concept underpins efforts by business to identify, measure and report the impact of business activities on stakeholders and that these efforts have spawned a dramatic increase in private voluntary initiatives,

Further recognizing that the growing interest in this concept reflects a growing appreciation of the social responsibilities of business generally that has been brought about by rapid changes in the world economy and in international economic relationships,

Mindful of the ILO's role in identifying and establishing internationally many of the most important and relevant social standards reflecting the interests of society through a process involving governments, employers' and workers' organizations,

Recognizing that the underlying principles for many of these standards are the principles that define what it means for business to be socially responsible,

Affirming that social responsibility of business must include respect for and active advancement of all the fundamental rights at work, and that social responsibility must also reflect the principles and rights embodied in many other standards,

Further recognizing that business responsibility cannot be determined or measured by unilateral initiatives alone, and that relationships with other institutions in society must be taken into account,

⁶ The following Workers' delegates: Mr. Oshiomhole (Nigeria); Mr. Petrecca (Argentina); Mr. Sidi Saïd (Algeria); Mr. Tartaglia (Italy); Mr. Trotman (Barbados); Mr. Urbietta (Venezuela) and Mr. Vaccari (Brazil), were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

Reaffirming the importance and proven effectiveness of collective bargaining and social dialogue for ensuring that business activities have their most positive social impact,

Recalling the consensus reflected in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy on these issues and reaffirming the continuing relevance of this instrument,

Further recalling important intergovernmental definitions of responsible business behaviour such as the OECD Guidelines for Multinational Enterprises and international initiatives such as the United Nations Global Compact, based on established principles of behaviour and on social dialogue;

1. Calls on governments, workers' and employers' organizations, as appropriate, to:
 - (a) promote concepts of business social responsibility that emphasize the role of social partnership and social dialogue and the importance of good industrial relations;
 - (b) work together to ensure that all the fundamental rights at work are taken into account and respected in all business relationships;
 - (c) undertake private voluntary initiatives that recognize the role of government, promote a culture of compliance with law and strengthen representative organizations in society;
 - (d) ensure that governmentally agreed instruments such as the OECD Guidelines for Multinational Enterprises are properly implemented, including effectively functioning national contact points;
 - (e) undertake forms of social dialogue at an international level through such means as participation in the United Nations Global Compact and by encouraging framework agreements between multinational companies and international trade union organizations;
2. Calls on the International Labour Organization to:
 - (a) inform consideration of the social responsibilities of business generally and within the United Nations system by emphasizing the importance of social partnership, social dialogue, good industrial relations and ILO standards;
 - (b) intensify the promotion of its Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and pursue means to give them greater effect, including assisting member States in establishing tripartite forums at national level to do so;
 - (c) provide advice and information concerning the meaning and observance of international labour standards for the purpose of assisting business in realizing its social responsibilities;
 - (d) marshal and bring to bear expertise available from employers' and workers' organizations and from governments in order to make private voluntary initiatives addressing the social responsibilities of business more effective in all relevant areas including expertise on how to improve labour inspection techniques and on how to improve the competencies of private workplace auditors;

- (e) use its tripartite structure to develop guidance and recommendations including best practice benchmarks that can be applied to voluntary initiatives addressing business social responsibility;
- (f) ensure that the ILO continues to play the leading role in the identification, development, interpretation and application of all international labour standards including those relating to the social responsibilities of business;
- (g) act as a clearing house for different initiatives, measures and instruments relating to the social responsibility of business.

**Resolution concerning the application of international labour standards
to international civil servants, submitted by the following
Workers' delegate: Mr. Prince (Switzerland)**

The General Conference of the International Labour Organization,

Recalling the Constitution of the International Labour Conference,

Recalling Conventions Nos. 87, 98, 135, 144, 151 and 154 and the accompanying Recommendations,

Recalling that in adopting the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, all member States of the International Labour Organization have undertaken to respect, to promote and to realize these principles and rights, including freedom of association and the effective recognition of the right to collective bargaining,

Reaffirming that, even if the member States of the International Labour Organization did not include the international organizations among the addressees of the international labour standards, those organizations are still required to adhere to them by virtue of the universal nature of the principles embodied in the Declaration of Philadelphia;

1. Invites all the international organizations to safeguard conditions conducive to social dialogue, in particular respect for the fundamental principles and the right to organize and collective bargaining, an atmosphere of sound labour relations and respect for the role of the social partners.

2. Invites governments to ensure, through their representatives in the international organizations, that this objective is achieved.

**Resolution concerning older workers and employment and
social protection, submitted by the Government delegations
of Canada and the United Kingdom**

The General Conference of the International Labour Organization,

Recalling the ILO Declaration on Fundamental Principles and Rights at Work (1998), and the Declaration's specific recognition that the ILO should give particular attention to those with special social needs,

Recalling the ILO's Decent Work Agenda, the ILO's Global Employment Agenda, and the Report of the World Commission on the Social Dimension of Globalization, all of which emphasize the central role of employment and employment creation in combating poverty,

Recalling the commitment of the Copenhagen Declaration on Social Development to promoting the goal of full employment,

Recalling the International Plan of Action on Ageing and the accompanying Political Declaration adopted by the Second World Assembly on Ageing in Madrid 2002,

Recalling the resolutions of the United Nations Commission for Social Development and the United Nations General Assembly on Ageing and the Madrid International Plan of Action on Ageing,

Recognizing the important contributions of employers' and workers' organizations, in partnership with governments, to furthering the participation of older people in the labour market and combating discrimination against them in employment and the workplace,

Welcoming the key message put forward by the ILO to the Second World Assembly on Ageing, that a genuine solution to the challenge of ageing is to be sought by increasing participation in the labour force and thus through the creation of more and better jobs,

Recalling the specific concern articulated in the Madrid Plan of Action in regard to the effects of HIV/AIDS on older caregivers, particularly in Africa and particularly on older women, and welcoming the ILO's commitment to responding effectively to the threat posed by HIV/AIDS to its Decent Work Agenda,

Recalling the specific reference in the Madrid Plan of Action to enhanced international cooperation as being essential to the effective implementation of the Plan;

Calls upon the Director-General of the International Labour Office, in response to the emphasis which the International Plan of Action gives to mainstreaming ageing into global agendas and linking ageing to other frameworks for social and economic development and human rights, to develop a comprehensive strategy to assist ILO constituents in responding to the opportunities and challenges of population ageing. This strategy should, inter alia:

- (a) recognize and promote the potential social and economic contributions of older people;
- (b) promote employment opportunities for older people through the goal of full employment, by putting employment growth at the heart of economic and social policies;
- (c) encourage increased participation of older people in the labour market, including by promoting self-employment initiatives;
- (d) remove barriers and disincentives to the employment of older persons, including by tackling discrimination against the employment of older persons, and promote the business benefits of employing older workers;
- (e) pay particular attention to older workers in the informal economy, older women in the labour market, older workers with disabilities and older persons from other disadvantaged groups;
- (f) help those older people who are disadvantaged in the labour market through lack of skills, including by improving opportunities for access to knowledge, education, training and technology;

- (g) improve access to, and promote a culture of, lifelong learning which will enable all workers to update and improve their knowledge and skills;
- (h) recognize and promote action to meet the needs of caregivers, both those with caring responsibilities for older persons and older persons with caring responsibilities, giving particular attention to those with caring responsibilities for persons with disabilities and HIV/AIDS;
- (i) promote programmes which enable all workers to acquire basic social protection and social security;
- (j) promote other appropriate action to combat poverty and disadvantage among older people including through enhanced international cooperation.

Resolution concerning peace⁷

The General Conference of the International Labour Organization,

Evoking the historical fact that the International Labour Organization has its origins in the Peace Conference of 1919,

Recalling that the General Conference of the International Labour Organization in its 26th Session adopted the Declaration of Philadelphia stating the aims and objectives of the International Labour Organization that must inspire the policy of its members,

Conscious that the Declaration of Philadelphia embodies the same principles as the United Nations Universal Declaration of Human Rights,

Emphasizing that international peace and security constitute an essential condition for the enjoyment of workers' rights, above all, the right to life,

Considering the Declaration on the Right of Peoples to Peace, adopted by the General Assembly of the United Nations in 1984,

Recognizing that it is the obligation of all States to solve their international disputes by peaceful means in such a way that neither international peace and security, nor justice, is put in danger,

Insisting that it is incompatible with the principles of the United Nations that States in their international relations should resort to the use or the threat of force against the territorial integrity or political independence of another State in matters that are essentially within their internal jurisdiction,

Reaffirming that all peoples have the right to free self-determination, by virtue of which they establish their political conditions freely and also provide freely for their own economic, social and cultural development,

Mindful of the fact that the Declaration of Philadelphia reiterates what is expressed in the Constitution of the International Labour Organization, namely, that lasting peace can be established only if it is based on social justice,

⁷ The Workers' delegate from the Syrian Arab Republic, Mr. Shaaban Azzouz, was the author of the resolution. At the time of receipt of the resolution, his credentials had not reached the Office or he was not accredited as a delegate.

Emphasizing that, together with the persistence of the present unjust, immoral, untenable and unequal international order have arisen more serious and immediate dangers that arise from wars and threaten the right to development,

Convinced that without peace, development is not possible, and without development there will be no peace,

Recognizing that what the world needs is to declare global war against underdevelopment, hunger, poverty, illiteracy and prevailing diseases like HIV/AIDS,

Observing the continuing absence of political will to make effective the noble aspiration to pursue disarmament for the sake of development;

Affirms:

- (a) that the just right of all peoples to peace must become a reality;
- (b) that the decision of the General Assembly of the United Nations in 2000 when the Millennium Declaration was adopted referred to establishing a just and lasting peace all over the world in accordance with the purposes and principles of the United Nations Charter;
- (c) that the Charter's rejection of violence to attain political objectives emphasizes that only peaceful political solutions will be able to guarantee a stable and democratic future to all the peoples of the world;
- (d) that it is in the interests of the workers and peoples of the world that they, in accordance with the intentions and principles of the United Nations, fully and actively support its role and effectiveness in strengthening international peace, security and justice and promoting the solution of international problems, as well as in the development of relations of friendship and cooperation between States;
- (e) that these principles emphasize that what workers and their families need are not armies of soldiers seeding destruction and death but armies of doctors, teachers and engineers to ensure health, education, progress and well-being;
- (f) that we must win the support of all peoples for the logical and inescapable demand: "Disarmament for development".

**Resolution concerning gender-equal pay, submitted by the following
Workers' delegate: Mrs. Thi Hau (Viet Nam)**

The General Conference of the International Labour Organization,

Recalling the principle of article 1 of the Universal Declaration of Human Rights, that "all human beings are born free and equal in dignity and rights", including the observance of equality of opportunities and humane treatment that has been one of the ILO's objectives,

Considering that, since the ILO's foundation, the question of the observance of equality of opportunities and treatment has been one of the main goals of this Organization and that the first ILO Constitution indicated that this principle is among those "of particular and urgent importance",

Reaffirming the conclusions, recommendations and policies and the development of gender perspectives, contained in resolutions of the United Nations, the ILO, UNESCO, UNICEF, UNHCR, the UNDP and the World Conferences on Women,

Considering that from the origins of the ILO, the Organization's Constitution has recognized the principle of equal remuneration for work of equal value,

Observing that in the first binding international instruments adopted with the specific objective of promoting equality and eliminating discrimination, namely, the Equal Remuneration Convention, 1951 (No. 100), and its Recommendation (No. 90), it was recognized that equality of remuneration could not be obtained without the elimination of discrimination in all work areas and that other causes of discrimination also had to be eradicated,

Recalling that in 1981, the International Labour Conference adopted the Workers with Family Responsibilities Convention, 1981 (No. 156), and its Recommendation (No. 165);

Affirms:

- (a) that the protection of women at work must be an integral part of the efforts to be made for continuous improvements of the conditions of life and work of all employees;
- (b) that all countries should be called upon to ensure strict compliance with all the standards that protect equality of wages in all enterprises, especially ILO Conventions Nos. 100 and 156;
- (c) that governments, and organizations of employers and workers should be urged once again to adopt measures to eliminate all forms of discrimination at work, to obtain total equality of participation of women in employment through the ratification of the existing Conventions;
- (d) that the ILO should be asked to report periodically on the conditions of women workers in each member State and on the prospects of integration of young women workers in the world of employment.

Resolution concerning poverty⁸

The General Conference of the International Labour Organization,

Agreeing with the World Commission on the Social Dimension of Globalization that the present course of globalization must change,

Remembering that during the Trade Union Forum held in the framework of the World Summit for Social Development in Copenhagen, whose main agreements, proclaiming that global action is necessary to fight the sources of the injustice and inequality between nations as well as within them, were adopted nearly ten years ago and are still waiting to be made a reality,

Celebrating the recognition expressed in the Declaration adopted by the Heads of State and Government at the Millennium Summit of the fundamental value of solidarity for international relations in the twenty-first century when affirming that worldwide problems must be approached in such a way that the costs and loads are distributed with justice, according to the fundamental principles of fairness and social justice, and that those who suffer or receive fewer benefits deserve the aid of those who have greater benefits,

Manifesting that the persistence of poverty supposes the negation of the rights consecrated in the Universal Declaration of Human Rights and the consequent international norms in the matter plead for "... a life in dignity, in which all the people have an adequate level of life and access to the essential goods that give practical content to that type of life ...",

Observing that the reality of a globalized world, where so many people live in conditions that are degrading and where the gap between the rich and the poor increases, not only between countries but within them, contradicts the humanitarian enthusiasm expressed in the Universal Declaration of Human Rights where "all human beings are born free and equal in dignity and rights",

Understanding that pauperization is inseparable from social polarization, a modern phenomenon that is not just represented by insufficient income to survive, but that also designates, faithfully, the social effects of the present tendency in the evolution of humanity because, in fact, this modernization of poverty has devastating effects in all dimensions of social life,

Realizing that the drama which today involves all of us, employers and workers, is serious beyond the margin of individual beliefs or political militancy, wherever we live, because, in one way or another, poverty will affect all of us,

Stating that:

- nearly 3,000 million people live today on an income of less than US\$2 a day;
- more than 1,200 million people live with a per capita income of less than \$1 a day, while some developed countries spend \$2 a day per head to subsidize the sale of cattle;

⁸ The Workers' delegate of Sudan, Mr. Ghandour, was the author of the resolution. At the time of receipt of the resolution, his credentials had not reached the Office or he was not accredited as a delegate.

- some 8 million children die every year as a result of poverty;
- some 150 million children under the age of 5 suffer from malnutrition;
- every seven seconds a child under the age of 10 dies as a result of hunger;
- some 840 million people in the world do not have enough to eat;
- some 100 million children live in the streets in conditions of absolute poverty;
- some 30,000 people die daily in the underdeveloped countries because the medicines they need, 90 per cent of which are patented by the pharmaceutical transnationals, are unavailable or are very expensive;
- the underdeveloped countries pay \$100 billion annually in commercial tariffs to the developed countries, double the amount of aid that they receive from them;
- the rich countries spend \$1 billion daily in agricultural subsidies, and pay the producers of the less economically favoured countries a price that is sometimes barely 1 per cent of the price for which they sell these products;
- some 25 million North Americans have an income equivalent to that of 2 billion of the poor people of the world,

Deploring that there is no agreement to seek out and identify the reasons that generate this poverty, as without evaluation of the causes and without action to eradicate them, it will be impossible to really face them and, therefore, there will be no development,

Recognizing that the current policies of globalization are contrary to the International Development Strategies adopted by the General Assembly of the United Nations 30 years ago and conflict with the well-known United Nations General Assembly Declaration on the Establishment of a New International Economic Order, adopted with a view to eliminating all vestiges of imperialism, colonialism and neo-colonialism,

Appreciating that the present policies of globalization trample and obstruct the application of the action programmes of United Nations summits held in the 1990s, such as the World Summit for Social Development in Copenhagen, the Fourth World Conference on Women in Beijing, and others dedicated to crucial global subjects,

Concerned that instead of having implemented the call of the United Nations for “disarmament for development”, the great powers, headed by the American Administration, are rapidly increasing their military budgets, thus increasing tensions even more,

Considering that the economic policies prevailing in the world today are contrary to the designation of this decade as the United Nations Decade for the Eradication of Poverty, as, in spite of all the promises and the potential of new technologies, countries remain in a state of underdevelopment,

Troubled particularly by the fact that most of the developing countries will not fulfil the objectives adopted by the United Nations to overcome the problems associated with poverty by the year 2015,

Affirming that after 60 years of Bretton Woods, millions of human beings and whole nations pay, with their starvation, for the policies applied by those institutions,

Considering that the economic and financial opening-up demanded by these international institutions, far from offering advantages to the Third World, prevent their economic development, dismantle the capacity of States and worsen the inequities to the sole benefit of the large transnational companies and the economy of the rich countries,

Appreciating that the poor countries are forced to liberalize their markets, but that the developed nations reserve for themselves a succulent dose of protectionism in the form of tariff or non-tariff barriers and subsidies to their national producers, mainly for agriculture, and that these policies drain the resources of the underdeveloped countries by two strategic routes: external debt and privatization of their natural resources,

Added to the estimate printed in the report of the World Commission on the Social Dimension of Globalization that the reduction of barriers in the multilateral commercial system is essential so that the so-called in-development countries can have access to the markets of merchandise in which they have a comparative advantage,

Expressing its preoccupation with the increasing trafficking in persons and the migratory movements at national and international level, as verified by ILO experts,

Calling attention to the discrimination in employment and occupation that migrant workers suffer, while being employed in the worst jobs, in conditions of inequality, as a result of not enjoying basic human rights, including the right to organize, which has been verified by ILO experts,

Sharing the proposal of the World Commission on the Social Dimension of Globalization that energetic measures should be taken to avoid fiscal evasion as well as to demand consideration of the existing potential derived from the new sources of financing, assigning funds up until now allocated to military expenses to aid for development,

Understanding the assertion of the World Commission on the Social Dimension of Globalization that if all countries were to reach the objectives agreed to for the financial contributions promised to consolidate and promote development, which in recent years has been smaller than that planned (only 0.23 instead of 0.7 per cent of GNP), during the past 30 years, an additional amount of \$2.5 trillion would have been available for development,

Noting the statement by ILO experts that poverty and inequality of income have been growing and that new forms of discrimination have appeared,

Confirming that this process would not be so successful were it not for the role of precarious employment, which also produces insecurity, and the existence of a reserve army of manual labour made docile by the permanent threat of unemployment, which also plays a part in employment contracting,

Concerned by what migrant workers suffer, in addition to discrimination as a result of race, in occupying the worst jobs, in conditions of inequality, owing to their being denied basic human rights such as the right to organize and the right to bargain collectively,

Lamenting that the abysses continue to grow significantly deeper, escalating the breach in labour relations by establishing the absolute reign of flexibility, with recruitment under contracts of specific duration or provisional contracts – for the sake of productivity – breaking the link between competition for a living between workers, through the individualization of wages, which implies establishing individual objectives, individual evaluation interviews, permanent evaluation, individual wage increases or concessions of premiums based on individual competition, and “merit”, which constitutes techniques for

rational submission that, while imposing concerted efforts in work, contribute to abolishing collective standards and solidarity,

Stating that never before has company language spoken so much of confidence, cooperation, loyalty and company culture at a time when every moment brings the disappearance of all temporary guarantees, as three-quarters of the contracts have a definite termination point, the sector of precarious jobs continues to grow and individual firing is not subject to any kind of restriction,

Emphasizing that, while unemployment and underemployment increase, global monopolies take increasing advantage of the crisis to abrogate the social achievements won by the trade unions and social organizations in terms of building the welfare state, defence of human rights, democracy and trade union rights,

Sounding the alarm that the extension of so-called informal work leaves hundreds of millions of workers without legal or social protection,

Stating that it is impossible – with the type of globalization that we are confronting – to conceive and promote a strategy of development, given the enormous process of concentration of property that prevents equitable access to the benefits achieved by the economies in their process of development,

Considering that we are witnessing an unjust distribution of income not only in each region and in each nation, but also between the regions and the nations, as well as an unjust distribution of income in that of the different economic sectors, which makes it possible for financial capital to seize the greater part of the wealth generated in the world;

Affirms that:

- (a) All economic decisions adopted by governments and employers, as well as the Bretton Woods institutions, must have an authentic social dimension, such as that of the Summit for Social Development held in Copenhagen in 1995.
- (b) It is necessary to contribute to implementing the agreement of the States at the World Conference on Human Rights in 1993 to cooperate to achieve development and eliminate the obstacles which prevent it.
- (c) It should be reaffirmed that all countries, in particular the most developed countries, must take every step to eliminate the growing disparity between the economically developed States and the countries in development, as this is unacceptable and unsustainable and prevents the realization of human rights in the international community.
- (d) Specifies that one of the many internationally adopted agreements requiring implementation – *one which must be made a reality* – is the Declaration on the Right to Development, adopted by the General Assembly of the United Nations in resolution 41/128 of 4 December 1986, which states that:

The right to development is an inalienable human right by virtue of which every human person and all peoples are entitled to participate in, contribute to, and enjoy economic, social, cultural and political development, in which all human rights and fundamental freedoms can be fully realized. The human right to development also implies the full realization of the right of peoples to self-determination, which includes, subject to the relevant provisions of both International Covenants on Human Rights, the exercise of their inalienable right to full sovereignty over all their natural wealth and resources.

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- (e) The enormous benefits resulting from the process of globalization and economic interdependence should be guaranteed to reach all countries, communities and persons, ensuring that these do not become increasingly out of reach of many countries, in particular the least advanced and the African countries.
 - (f) It is necessary to promote an increase in the resources assigned to official assistance for development, remembering that the industrialized countries have promised to assign 0.7 per cent of their gross national product to this and that they have assigned only 0.23 per cent, less than one-third, and the United States has provided the least with only 0.11 per cent.
 - (g) We must exhort all governments to fulfil their promises made at the various summits, and in particular those adopted in 2001 in Durban, to increase to the maximum the benefits of globalization among them by strengthening and bettering international cooperation in order to promote equal opportunities for trade, economic growth and sustainable development, and improved world communication through the use of new technologies; reiterating that it is only through broad and sustainable efforts to create a common future, based on our common humanity in all its diversity, that it will be possible to have equitable and all-inclusive globalization.
 - (h) The call of the ILO Constitution to fulfil its objectives through efficient action in the national and international fields, which includes favouring the less developed regions, assuring a more equitable commercial trade and promoting improvements in health, education and the well-being of all peoples must be implemented.
 - (i) Transparent, democratic and fair international institutions that are accountable in all spheres of cooperation must be promoted and consolidated, taking as a fundamental value the solidarity to endorse the principles of equity and of social justice, ensuring that those who suffer, or benefit less, receive help from those who benefit more.
 - (j) The foreign debt of poor countries must be resolved in a fair and lasting way, as this debt makes it impossible for them to achieve development.
 - (k) It is necessary to reach an equilibrium – that which the president of the World Bank called for – between the concerns of the rich countries for the “war on terrorism” and the need to assist the economies of the poorest on the planet.
 - (l) Access by poor countries to new technologies must be made possible rather than knowledge and intellectual property being increasingly privately concentrated.
 - (m) Means should be found and put into effect to allow the unjust robbery of intelligence – the “brain drain” – to be resolved.
 - (n) The preservation of the environment must be demanded, preventing the present lords of consumption and wasteful extravagance from continuing to make development unsustainable.
 - (o) The rights of workers must be improved, respecting the international labour Conventions on the fundamental labour standards, ensuring that the regulation of social rights will continue to be part of the responsibility of the ILO and will not be able to be used for protectionist ends, nor as a mechanism for commercial barriers. The WTO must respect the decisions of the ILO.
 - (p) The call of the ILO Constitution to maintain the link between social progress and economic growth to guarantee the fundamental principles and rights of labour, which

will make it possible to demand equitable participation in the wealth it has helped create and to develop fully its human potential, must be implemented.

- (q) We must reaffirm the criterion upheld by the ILO that employment is a vital element in any strategy which attempts to increase the benefits of globalization.
- (r) New and additional financial resources must be dedicated to the struggle against poverty and illiteracy, raising the levels of education of the people of the poor countries in order to help tackle the enormous challenge of the increasing growth of populations.
- (s) Together with the free circulation of financial capital demanded by big capital, the circulation of people should be guaranteed, based on agreements reflecting the interests of the migrants themselves, and that of the countries of origin and destination.
- (t) An international economic order based on equity, sovereign equality, interdependence, common interest and cooperation between all States, whatever their economic and social systems, to correct inequalities and mend present injustices should be urgently established – as the United Nations General Assembly has called for.
- (u) It is necessary to promote social development through peaceful coexistence, friendly relations and cooperation between States with different social, economic or political systems.
- (v) We must adopt actions that lead to the realization, as laid down in the United Nations Declaration on the Right to Development, of the fact that “the human person is the central subject of development and should be the active participant and beneficiary of the right to development”.

Resolution concerning corporate social responsibility⁹

The General Conference of the International Labour Organization,

Noting that the Declaration of Philadelphia states that “the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare”, and that “lasting peace can be established only if it is based upon social justice”,

Noting that the ILO Expert Advisers in the introduction to the compilation of annual reports under the follow-up to the ILO Declaration of 1998 consider that “The reality in the world today is that since the Declaration came into operation in 2000, reports indicate that progress has been made in a number of countries [...] The other reality is that [...] there is growing poverty, inequalities in income, and new forms of discrimination”. They go on to say that “Under these global conditions, millions of people are anxious to obtain work, preferably decent work. In this context, we are concerned that current economic situations

⁹ The Workers’ delegate from Peru, Mr. Gorriti, was the author of the resolution. At the time of receipt of the resolution, his credentials had not reached the Office or he was not accredited as a delegate.

and growing insecurity of employment will lead those who have power to flout the fundamental principles and rights at work”,

Recognizing that the ILO has stated its conviction that “the advances made by multinational enterprises in organizing their operations beyond the national framework may lead to abuse of concentrations of economic power and to conflicts with national policy objectives and with the interests of workers”,

Taking into account the fact that the enormous economic power accumulated in the hands of the more than 63,000 transnational enterprises, which is the result of the labour of the workers they employ, gives them a degree of influence such that they are able to determine the course of the current globalization process, which by virtue of its neo-liberal nature is producing the harmful effects experienced by workers, their families and peoples,

Considering that the United Nations Sub-Commission on the Promotion and Protection of Human Rights has expressed its support for draft norms on the responsibilities of transnational corporations and other business enterprises in view of the enormous importance of the activities of transnational corporations for the effective enjoyment of human, civil, political, economic, social and cultural rights,

Noting that the transnational corporations are a phenomenon of contemporary society of enormous importance which poses specific economic, financial, legal, social and human problems, and that not the least of those problems are their transnational character, their economic and legal versatility, their enormous economic and financial power and their considerable political and social influence, which are also major obstacles to any attempts to exercise legal and social control over them, and that this fact, together with the support given by some of the major powers, has enabled them to create a global network of standards that are contrary to national and international public law, in the form of bilateral treaties protecting foreign investment, regional treaties such as NAFTA and the proposed Free Trade Area of the Americas (FTAA), as well as the WTO,

Aware of the fact that failure to include legal persons and the economic and environmental crimes that come within the competence of the International Criminal Court, has left the transnational enterprises beyond the reach of said international jurisdiction, and that they nevertheless have an international arbitration body at their disposal within the World Bank system, namely, the International Centre for Settlement of Investment Disputes, which is headed by the President of the World Bank and whose basic texts include none that refer to human rights or environmental law, so that when certain States refuse to comply with the “liberalizing” demands of transnational capital embodied by the transnational companies, greater pressure is felt from the international financial bodies to settle any disputes on terms favourable to the transnational enterprises before a tribunal whose partiality in favour of private interests is beyond any doubt,

Taking into account the fact that the ILO’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy is an instrument which urges these institutions to act with respect for the societies in which they operate,

Reaffirming that the transnational enterprises are legal persons under private law and, like all physical and legal persons, should respect the law which certainly includes current international standards in the area of human, civil, political, economic, social, cultural and environmental rights,

Observing that in practice it has been found that settlements that to some extent endorse the actions of transnational enterprises have no other result than to “soften” their image, without fundamentally affecting their nature and the objectives for which they were

established and operate every day, as shown in an ILO study of some 215 codes of conduct and 12 social labelling programmes relating to labour practices in the light of the internationally recognized fundamental principles and rights, a study which has revealed that these codes were highly selective with regard to inclusion of such principles, so that for example the elimination of child labour figured in less than half the codes; wage levels were specified in fewer than 40 per cent; the elimination of forced labour and the refusal to use products or services from companies that exact forced labour were referred to in only one-quarter of the codes examined; while only 15 per cent of the codes of conduct examined by the ILO include references to freedom of association and the right to collective bargaining – which are fundamental to the development and functioning of trade unions. Furthermore, the study showed that more than a few of these codes sought to put an end to trade union activities in order to eliminate opponents of their exploitative labour policies. At the same time, the study referred to the fact that the content of the codes was often decided in non-transparent and non-participatory processes, in closed meetings of consultative councils or through negotiations between parties that were unequal in terms of information and negotiating strength. The study also concluded that it was not exceptional for a code launched with great publicity in an industrialized country to be unknown, unavailable or not to have been translated at the production or service centres of the transnational in question. In such cases, according to the ILO study, it was common for workers to have no access to the code or to be unable to read it or report infringements without running the risk of disciplinary sanctions,

Noting that the ability of transnationals to be present at various locations simultaneously, or at none, enables them to evade national jurisdictions,

Deploring the fact that security staff of transnationals, their suppliers, subcontractors and concession holders not infrequently act outside the company premises and become a private militia operating also in public areas,

Aware that the transnationals do not assume any responsibility for violations of labour law and environmental protection standards in countries to which they relocate their production, or any liability for any harm or damage they do, and indeed obtain guarantees from the host State of protection against any loss of profits caused by reforms to labour or environmental law, thus creating a major obstacle to progressive reforms in the human rights field,

Recognizing that many of the countries of origin of transnationals maintain that as regards the environment and industrial relations, it is not the transnationals that should be accountable for failure to comply with standards, even though it is the transnationals that cause disasters and exploit workers, but States for failing to assume responsibility for monitoring enforcement of law, which in effect gives transnationals absolute immunity in plundering resources and exploiting workers, as seen in the provisions relating to the proposed FTAA, since if that Agreement comes into effect no country will be able to hold transnationals to account for non-compliance with national standards or contracts, but transnationals will be able to hold countries to account if in their view they do not yield to their demands, a situation that will reduce the power of governments to collect taxes, which will also be affected by the elimination of tariffs and duties required under the FTAA,

Recognizing that efforts have been made to promote awareness of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, including the work done by the international trade union organizations to promote respect for that Declaration, but that it is clear that there will be more support for this if the ILO seeks new and more practical methods to improve knowledge of the Tripartite Declaration on the basis of critical monitoring of its implementation,

Emphasizing that, for the trade union movement, it is essential to maintain and increase its opposition to anything in the activities of the transnational enterprises that affects the interests of workers and their families;

Affirms that:

- (a) it is necessary to oppose more effectively the violations by transnational enterprises of rights won by oppressed workers, in many cases after painful and even bloody struggles over decades, in which cause a decisive contribution will be made by uniting the actions of the international trade union movement so as to force transnational enterprises to respect international standards relating to labour rights;
- (b) such is the magnitude of the suffering caused by the activities of the transnational enterprises that there is an urgent need to move on from knowledge of the ILO's Tripartite Declaration to demanding in specific terms the application and observance of its provisions by those who currently disregard it;
- (c) efforts have been made by various departments of the ILO to promote knowledge of the Tripartite Declaration but that new methods and practices have not yet been found on the scale required to improve knowledge of the Declaration. A wider knowledge of the Declaration should be promoted, based on critical monitoring of its implementation;
- (d) it is important to go beyond simply raising awareness of the Tripartite Declaration. The objective of achieving compliance with the Tripartite Declaration would make it possible to promote the demand formulated in the document on future directions for the work of the Workers' group to channel efforts towards ensuring that transnationals conclude tripartite agreements in which they accept the obligation to indicate, in their annual reports, what they have done to apply the Declaration in practice, what they have done to ensure respect for the principal international labour standards especially Conventions Nos. 87 and 98, what progress they have made in recognition of trade union organizations, and what collective agreements they have concluded and how they are implementing them. This would promote the Declaration by ascertaining to what extent it was respected;
- (e) sectoral activities – closer to the locations where things actually happen – should be reviewed to determine what are the activities of the transnationals and how in specific terms it is possible to promote respect for workers' interests, which would entail at the sector level regular reviews of the major disputes involving transnational enterprises, so that it may be determined whether such disputes are the result of failure to apply the Tripartite Declaration. On the basis of the knowledge obtained of developments, it would be possible, in coordination with ACTRAV, to organize sectoral seminars which could identify the situations of concern, which transnationals are involved, which national policies or trade union actions have given rise to them, and how to proceed at the trade union level to remedy these situations;
- (f) the efforts should be directed in essence at reaching tripartite agreements in which the transnationals accept the obligation to indicate in their annual reports what they have done to ensure effective application of the Tripartite Declaration, and what they have done to ensure observance of the principal international labour standards of the ILO, especially Conventions Nos. 87 and 98. This would provide information on the extent to which each transnational complies with the Tripartite Declaration, enabling the trade unions to confront it with the facts and demand compliance;

- (g) the ILO departments responsible for examining the conduct of the transnational enterprises should regularly review all the available information on the major labour disputes involving such enterprises and systematically determine whether such conflicts are the result of failure to apply the Tripartite Declaration, and inform the Governing Body of the ILO. Such studies could conveniently be complemented by efforts by ILO representatives to monitor the conduct of transnationals at workplaces. It would be advisable for information to be as decentralized as possible, and provided by studies carried out in each country by regional ILO offices in their areas of jurisdiction;
- (h) the principle of social responsibility of the transnationals is crucial, in view of the habitual practice of externalizing costs and risks and the consequent assumption of liabilities by providers, subcontractors, concession holders and subsidiaries, while the principal enterprises make extraordinary profits;
- (i) “social auditing” institutions should be established to monitor the social effects of economic decisions made by enterprises and governments, and that these institutions should present reports setting out their assessments to national parliaments and other elected bodies. A contribution to these initiatives could be made by the ILO departments responsible for analysing the conduct of transnationals;
- (j) efforts must be made to counter the strategy of perpetuating impunity by transnational enterprises;
- (k) the transnationals, their suppliers, subcontractors and concession holders and “other business enterprises” (*de jure* or *de facto* subsidiaries) must recognize the principle of the primacy of human rights and the public interest over private economic interests;
- (l) the security staff of transnationals, their suppliers, subcontractors and concession holders and “other business enterprises” should not be able to act outside the company for which they work;
- (m) support should be given to the suggestion made by the Europe-Third World Centre (CETIM) and the American Association of Jurists (AAJ) to the Commission on Human Rights to set up an open-ended working group, as proposed in resolution 2003/16 of the Sub-Commission on the Promotion and Protection of Human Rights, with a view to improving the draft norms on the responsibilities of transnational corporations, making good obvious omissions and ensuring follow-up;
- (n) for the trade union movement it should be essential to maintain and increase its opposition to every aspect of the activities of transnationals which affects the interests of workers, and that its unity of action towards that end should be capable of forcing the transnationals to respect international standards with regard to labour rights;
- (o) the United Nations should be called on to contribute effectively to ensuring that transnational companies respect human rights and are penalized for violating them.

Resolution concerning democratic values, good governance and transparency in a global economy and their impact on the world of work, competitiveness and sustainable development, submitted by the following Employers' delegates: Mr. Botha (South Africa); Mr. Eremeev (Russian Federation); Mr. Finlay (Canada); Mr. Huntjens (Netherlands); Mr. Potter (United States) and Mr. Tabani (Pakistan)¹⁰

The General Conference of the International Labour Organization,

Affirming that democratic values and principles are fundamental to effective governance,

Recognizing that the absence of an effective and responsive regulatory environment, respect of the rule of law and private property rights, fair and independent judicial processes and effective national governance structures that are transparent, free of corruption, democratic and above all genuinely serve the public interest, is a major obstacle to investment and thus deprives countries and their working people of the benefits of globalization, including increased productivity and improved standards of living,

Confirming that there is now a consensus that a system of governance that incorporates democratic values and the principles of the market economy offers the best chance of promoting political, social and economic well-being for all,

Noting that democracy is most vulnerable if it is not seen to improve the lives of people,

Acknowledging that some governments, in spite of their efforts, may lack the capacity in terms of effective administrative, legal, educational, judicial and enforcement systems and may not have the expertise to draft effective implementing legislation as well as the administrative institutions or the human resources necessary to put good governance practices into operation,

Taking into account that the report of the ILO's World Commission on the Social Dimension of Globalization recognized that "globalization starts at home" and that the need for good governance and democracy is the key to providing the environment that will enable globalization to work for all,

Calling upon the governments of member States and, where applicable, employers' and workers' organizations:

- At the institutional level, to advocate the importance of good institutional governance of member States, enterprises, workers' and employers' organizations and non-governmental organizations.
- At the national level, to foster the effective participation of employers' and workers' organizations in national policy formulation and implementation, as these organizations are advocates for participatory, transparent and accountable governance; to promote social dialogue between employers' and workers'

¹⁰ The following Employers' delegates: Mr. Ferrer Dufol (Spain) and Mr. Lima Godoy (Brazil), were among the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

organizations; and to remove any obstacles to the growth of representative organizations of employers and workers.

- At the global level, to advocate the importance of increased effectiveness within the international multilateral system through better coordination and management, noting in particular the importance of good governance throughout all the international organizations of the multilateral system;

Requests the Governing Body of the International Labour Office to instruct the Director-General to:

- (a) use the ILO's expertise – in collaboration with other international institutions – to assist countries in formulating appropriate policies that strengthen and improve their governance, in order to draw benefits from globalization and attract investment, promote business growth, and as a consequence create an appropriate environment for enterprises and employment creation;
- (b) offer the ILO's education and skill development expertise to assist countries in improving their human resources development policies as well as their knowledge of the democratic values and good governance principles which are essential in order to deliver a better globalization for all;
- (c) discuss and find the best way to give effect to this resolution in the context of future Governing Body debates on the report of the World Commission on the Social Dimension of Globalization and its follow-up.

**Resolution concerning the promotion of gender equality,
submitted by the Government delegations of
Denmark, Finland, Iceland, Norway and Sweden**

The General Conference of the International Labour Organization,

Recalling the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Maternity Protection Convention, 2000 (No. 183), the Workers with Family Responsibilities Convention, 1981 (No. 156), and the principles enshrined in other relevant Conventions,

Reaffirming the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998), and the importance of ratification and implementation of ILO core Conventions covering prohibition of forced and child labour, freedom of association and the right to collective bargaining as well as the principles of non-discrimination and equal remuneration,

Recalling the United Nations Convention on the Elimination of All Forms of Discrimination against Women, in particular its article 11 on elimination of discrimination against women in the labour market,

Recalling the Decent Work Agenda as well as the Global Employment Agenda which aim at promoting productive, inclusive and equitable change so that women's work, as well as men's, is fully acknowledged and rewarded and economic efficiency is balanced with gender equality,

Recalling the United Nations Millennium Goals,

Taking into consideration the Beijing Declaration and the Platform for Action adopted at the Fourth World Conference on Women, and the convening of the 23rd Special

Session of the General Assembly entitled “Women 2000: Gender equality, development and peace in the twenty-first century” (Beijing+5) and the “World Summit for Social Development and beyond: Achieving social development for all in a globalizing world” (Copenhagen+5) and the ILO’s contribution in this regard,

Recognizing the ILO’s work on the social dimension of globalization and giving full support to the follow-up to the report of the World Commission on the Social Dimension of Globalization,

Considering also the need for the ILO to take stock of global developments in order to update ILO policy and to determine priority areas for the ILO’s work in promoting gender equality goals as well as the importance of collection and dissemination of knowledge, research, statistics and best practices in this field,

Recognizing that although progress in this field has taken place, a number of imbalances and gaps continue to exist and call for intensified and continued efforts to dismantle sex segregation and other barriers to gender equality in the labour market,

Concerned that gender gaps in earnings persist despite the fact that many countries have adopted equal pay legislation,

Alarmed that poverty and social exclusion increasingly afflict girls and women, and deeply concerned that in many countries, women workers are disproportionately faced with unemployment, income insecurity and poor working conditions,

Welcoming the ILO’s four strategic objectives and recognizing that one of the primary goals of the ILO today is to promote equal opportunities for women and men,

Welcoming also the ILO’s efforts to ensure that gender aspects are integrated into all ILO activities and programmes in accordance with the mainstreaming principle as well as the gender-audit which is presently being conducted;

1. Calls upon all governments and social partners to actively commit themselves – in their respective fields of competence:

- (a) to eliminate all forms of gender discrimination on the labour market and to promote gender equality between women and men; and to this end:
 - (i) develop gender-sensitive national employment policies which guarantee women and men equal access to employment and equal pay, training and career development and which take into consideration the need to eliminate gender segregation on the labour market and to dismantle all barriers which prevent women from obtaining economic autonomy as a result of their labour market participation on an equal footing with men;
 - (ii) develop gender-sensitive national policies to stimulate entrepreneurship and business creation at all levels, also in the informal sector, and to ensure that both women and men have access on equal terms to capital, including land, other financial resources, financial services and counselling;
 - (iii) eliminate pay differences based on sex;
 - (iv) ensure a safe and sound working environment for both women and men;
 - (v) promote measures to better reconcile work and family life;

- (vi) develop gender-sensitive social security schemes;
 - (vii) develop a social dialogue which will promote the representation of women at all levels of decision-making in working life;
 - (viii) ensure that the gender aspect is taken into consideration in labour market regulation whether such regulation takes the form of legislation or collective agreements – making use of the mainstreaming strategy;
 - (ix) promote the participation of women and men on equal terms in working life as well as in civil life at all levels;
- (b) to promote the ratification and implementation of ILO core Conventions and to give special attention to the promotion of the principles enshrined in other relevant ILO Conventions and in this connection:

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

- (a) to continue, strengthen and accelerate the efforts to achieve the objective of equality between women and men and equal opportunities in working life at all levels, and to this end:
- (i) vigorously continue its work with the Action Plan on Gender Equality;
 - (ii) make use of the mainstreaming strategy in all walks of gender-sensitive policies related to the labour market;
 - (iii) take fully into account the need for the ILO to continue to actively follow up on the Platform for Action adopted at the United Nations Fourth World Conference on Women and the outcome of the 23rd Special Session of the General Assembly (Beijing+5) as well as the World Summit for Social Development and the outcome of the 24th Special Session of the General Assembly (Copenhagen+5);
 - (iv) introduce benchmarking and monitoring systems, indicators and mechanisms in all programmes and activities, including standard setting, to promote gender equality and equal opportunities;
 - (v) promote the collection, processing and dissemination of up-to-date gender-sensitive knowledge, studies and research, including best practices in this field, as well as the production of reliable data and analyses of labour market developments and trends broken down on gender;
- (b) to ensure the necessary financial resources by:
- (i) allocating sufficient funds within the framework of the regular budget for activities and projects to promote equality between women and men and equal opportunities; and
 - (ii) identifying appropriate funding for technical cooperation to ensure the maximum effects and impact of gender-sensitive projects and programmes in the member countries;
- (c) to report back to the Governing Body on the implementation of this resolution.

**Resolution concerning the fourth anniversary of the
Maternity Protection Convention, 2000 (No. 183)**¹¹

The General Conference of the International Labour Organization,

Recalling that this year marks the fourth anniversary of the Maternity Protection Convention, 2000 (No. 183),

Noting the provisions of the Universal Declaration of Human Rights (1948), of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (1979), the United Nations Convention on the Rights of the Child (1989), the ILO Declaration on Equality of Opportunity and Treatment for Women Workers (1975), the Beijing Declaration and Platform for Action (1995), the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998) and of the international labour Conventions and Recommendations aimed at ensuring equality of opportunity and treatment for men and women workers, in particular the Workers with Family Responsibilities Convention, 1981 (No. 156),

Recalling article 16 of the Universal Declaration of Human Rights, which clearly stipulates that the family is the natural and fundamental group unit of society and is entitled to protection by society and the State,

Noting with concern that only eight member States have ratified Convention No. 183,

Condemning the numerous violations of rights related to maternity and health protection to which women are subjected in many countries,

Considering that globalization and its corollary, deregulation, are new sources of discrimination and threats to the right to maternity protection,

Concerned about the lack of maternity protection for certain categories of workers, such as women employed in informal activities in export processing zones, women migrant workers, domestic workers, women with disabilities and those belonging to ethnic minorities,

Recognizing the ILO's essential contribution to defending maternity protection,

Convinced of the need to respect maternity protection rights in all situations and forms of employment;

1. Calls on all member States, in consultation with employers' and workers' organizations:

- (a) to mark this anniversary by taking urgent steps to ratify the Maternity Protection Convention, 2000 (No. 183), if they have not already done so;
- (b) to ensure the effective application of the Convention;

¹¹ The following Workers' delegates: Mr. Cortebeeck (Belgium) and Mr. Allini (Gabon), were the authors of the resolution. At the time of receipt of the resolution, their credentials had not reached the Office or they were not accredited as delegates.

- (c) to ensure that maternity protection rights are fully respected in every sector, including export processing zones;
- (d) to protect maternity protection rights at every stage in the production and service chain, including subcontractors, as well as during and after restructuring exercises;
- (e) to guarantee that all workers enjoy the right to maternity protection, including domestic workers and migrant workers, and in particular those in the informal economy;
- (f) to design education programmes for the social partners on the provisions of the Convention.

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

- (a) to launch a campaign for the promotion and ratification of the Convention;
- (b) to increase financial and technical support to workers' organizations seeking to strengthen their capacity for the promotion and defence of maternity protection rights;
- (c) to increase, if necessary, the financial and human resources allocated to the branch in charge of maternity protection in the International Labour Office;
- (d) to step up ILO action in the field of training related to maternity protection.

Resolution concerning the role of the ILO in conflict prevention and resolution¹²

The General Conference of the International Labour Organization,

Noting the principles contained in the Universal Declaration of Human Rights,

Recalling the Declaration of Philadelphia, which provides that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity,

Recalling the Preamble to the ILO Constitution, which states that universal and lasting peace can be established only if it is based upon social justice,

Concerned about the growing incidence of poverty, social exclusion and the decent job deficit and the spread of atypical forms of employment, as well as the attendant threats of insecurity, intolerance, instability and violence,

Recalling that poverty anywhere constitutes a danger to prosperity everywhere, as stated in the Declaration of Philadelphia,

Noting that women, children and workers are the first to suffer from situations of conflict or war,

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Noting that conflicts are one of the key factors giving rise to migration movements, very often in inhuman conditions,

Concerned about the medium- and long-term impact of conflicts on the political, social and economic stability of States,

Emphasizing the economic, financial and social difficulties faced by these countries in the peace-building and reconstruction phase, in particular by their bodies responsible for the administration of employment, health, social security and education,

Recalling that war and armed conflict open the way for all kinds of abuse and human rights violations, jeopardizing decent work in every respect, with a detrimental impact on global economic growth, human resources and social security, health care and education systems,

Recognizing that any dispute between States or within a State should be settled through dialogue and consultation in the framework of national or international mechanisms and in accordance with human rights principles;

1. Invites governments of member States, in consultation with employers' and workers' organizations:

- (a) to make every effort to ensure that social dialogue and social justice constitute the cornerstone of relations between States and within States;
- (b) to use every available means to combat poverty and social exclusion effectively and offset the jobs deficit;
- (c) to this end, to ensure greater policy convergence at national, regional and international levels;
- (d) to use every peaceful means available through the United Nations and its specialized agencies for the settlement of national and international disputes.

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

- (a) to use every means available to the ILO to contribute to the debate on world peace and conflict prevention;
- (b) to strengthen the ILO's InFocus Programme on Crisis Response and Reconstruction;
- (c) to increase technical and financial support to countries affected by armed conflict or war under the InFocus Programme on Crisis Response and Reconstruction;
- (d) to enhance the promotion of the Decent Work Agenda in all national and international policies, including economic and financial policy, as a key element of conflict prevention and resolution.

Resolution concerning corporate social responsibility¹³

The General Conference of the International Labour Organization,

Reaffirming the importance of the tripartite nature of the ILO, which, among all the international agencies, provides the only framework within which governments and representatives of employers' and workers' organizations may freely and openly confront one another's ideas, compare their experience and promote mechanisms for permanent consultation,

Concerned about the many violations of workers' rights, including fundamental rights, that persist in enterprises, in particular multinational enterprises and their subcontractors,

Recalling that corporate social responsibility, as pointed out by the report of the World Commission on the Social Dimension of Globalization, refers to "the voluntary initiatives enterprises undertake over and above their legal obligations. It is a way by which any enterprise can consider its impact on all relevant stakeholders",

Recalling further that corporate social responsibility "is a complement to, not a substitute for, government regulation or social policy",

Having regard to the pressures on States' social policy and regulation and with respect to the ILO's standards,

Given the proliferation of initiatives based on private standards and private monitoring of such standards, bypassing a system based on legal, contractual and binding agreements and on transparent, independent and impartial monitoring mechanisms,

Concerned to strengthen democracy at work and social dialogue,

Supporting the proposal put forward by the World Commission on the Social Dimension of Globalization which calls on the ILO, with its tripartite composition, to take its unique place for research, dialogue and policy development on the issues related to corporate social responsibility,

Supporting the proposal put forward by the World Commission on the Social Dimension of Globalization to convene a forum to develop a practical agenda around the contribution of business to the social dimension of globalization,

Welcoming the increasing number of "framework agreements" between global union federations and multinational enterprises;

1. Requests the International Labour Office:

- (a) to ensure that corporate social responsibility is monitored as widely and as deeply as possible through databases, thematic analyses and comparative evaluations with the ILO's normative system. Without giving preference to one activity or experience over another, the ILO should contribute to analyses and debates, in the light of the criteria provided by the normative system, reports on the application of standards by the

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Committee of Experts on the Application of Conventions and Recommendations, and the case law of the Governing Body;

- (b) to strengthen discussion and follow-up on this debate with its constituents on this issue:
 - (i) by improving supervisory tools and procedures,
 - (ii) by supporting sectoral operations, including those involving supply chains;
 - (iii) by enhancing its technical assistance towards rehabilitating labour administration services in many countries;
 - (iv) by increasing its technical cooperation activities in this area with its constituents, in particular with all the trade union organizations,
 - (v) by stepping up its educational activities with the economic and social actors on legislative and contractual modes of regulation, including at the international level;
 - (vi) by further developing discussions and, on that basis, defining a policy taking account of developments with regard to international framework agreements;
 - (vii) by consulting before taking decisions;
- (c) to consider the possibility of the ILO becoming the venue for registration of enterprise or corporate framework agreements and for the establishment of an international labour inspection system.

2. Requests the Governing Body to place the abovementioned points on its agenda.

3. Requests the International Labour Office to play a strategic role in setting up and coordinating the corporate social responsibility forum proposed by the World Commission on the Social Dimension of Globalization, which will follow the ILO's tripartite structure while being open to partnership with other civil society actors.

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