

**Resolutions adopted by
the International Labour Conference
at its 93rd Session**

(Geneva, June 2005)

I

Resolution concerning youth employment¹

Resolution concerning youth employment

The General Conference of the International Labour Organization, meeting in its 93rd Session, 2005,

Having undertaken a general discussion on the basis of Report VI, *Youth: Pathways to decent work*,

1. Adopts the following conclusions;
2. Invites the Governing Body to give due consideration to them in planning future action on youth employment and to request the Director-General to take them into account both when implementing the Programme and Budget for the 2006-07 biennium and allocating such other resources as may be available during the 2006-07 biennium.

Conclusions on promoting pathways to decent work for youth

1. In addressing the employment challenges faced by young women and men, it is important to recall the ILO Decent Work Agenda, the ILO Global Employment Agenda, the United Nations Millennium Declaration, the ILO Declaration of Philadelphia, the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, the body of international labour standards relevant to work and young persons (see appendix), the conclusions of the Tripartite Meeting on Youth Employment: The Way Forward (Geneva, 13-15 October 2004), the World Commission report on the Social Dimension of Globalization and the ILO's participation in the inter-agency Youth Employment Network.

Issues and challenges

2. In all regions and countries, young women and men set out in life with dreams, hopes and aspirations. Yet everywhere young women and men face challenges in the labour market. If young people are to be given opportunities, then multiple pathways to decent employment are needed. Achieving decent work for young people is a critical element in poverty eradication and sustainable development, growth and welfare for all.

3. Young women and men bring numerous assets to the labour market: relevant and recent education and training; enthusiasm, hope and new ideas; willingness to learn and be taught; openness to new skills and technology; realistic expectations on entry to the labour market; mobility and adaptability; and represent a new generation to meet the challenge in countries with an ageing workforce. The challenge is to bring young people into employment without

¹ Adopted on 15 June 2005.

displacing other workers. Policy-makers have to consider intergenerational issues and recognize, in this context, a life-cycle approach.

4. Young people are employed and seek employment in diverse local, national, regional and international circumstances. This includes diversity between developing and developed economies, and within these economies. Governments, employers and young workers are not homogeneous groups; they have different needs, capacities and expectations. The ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up is universal and applies to all workers, regardless of national circumstances and levels of development.

5. Many young people are in education or employed in decent jobs. In many countries, young people are able to make successful transitions from education to the world of work. In some countries, the ageing workforce also presents growing opportunities for young people. There are diverse forms of work in which young people can engage, with vastly different employment conditions, including permanent full-time or part-time work, as well as casual, temporary or seasonal work. These forms of employment may provide entry points for young workers to the labour market and enhance their long-term employment prospects. Unfortunately, there are also too many young workers who do not have access to decent work. A significant number of youth are underemployed, unemployed, seeking employment or between jobs, or working unacceptably long hours under informal, intermittent and insecure work arrangements, without the possibility of personal and professional development; working below their potential in low-paid, low-skilled jobs without prospects for career advancement; trapped in involuntary part-time, temporary, casual or seasonal employment; and frequently under poor and precarious conditions in the informal economy, both in rural and urban areas. Other young workers lack adequate incomes, access to education, training and lifelong learning, social protection, safe workplaces, security, representation and rights protected under international labour standards, including freedom of association, collective bargaining and protection from harassment and discrimination.

6. Of the world's over 1 billion young people, 85 per cent live in developing countries with a high incidence of poverty and inadequate employment opportunities. There is significant regional variation in youth employment, with some countries facing greater challenges than others due in part to the uneven impacts of globalization and the asymmetries in current global economic activity. The scourge of HIV/AIDS, the weight of external debt, armed conflict, poor governance, unstable institutions and gender inequality compound weak economic growth and deter the public and private investment necessary to create jobs. Rapid population growth is expected to significantly increase the number of youth searching for decent work opportunities in most developing countries.

7. In developed economies, the challenge may be linked to slow economic and employment growth, the transition into employment, discrimination, social disadvantages, cyclical trends, and a number of structural factors. Variation in the youth employment challenge requires specific responses.

8. In too many instances, the labour market prospects for young people vary according to gender, age, ethnicity, education level, family background, health status and disability. Some groups are therefore more vulnerable and face particular disadvantage to securing and retaining decent work.

9. The regulatory environment for investment and enterprises and labour law should create an investment climate that fosters economic growth and decent employment of young persons. Whilst employment cannot be directly created but only encouraged by legislation or regulation, it is recognized that labour legislation and regulation based on international labour standards can provide employment protection and underwrite increased productivity, which are basic conditions in order to create decent work, particularly for young people. Labour laws and, where they exist, collective agreements, should apply to all young

workers, including those currently lacking protection because of disguised employment relationships.¹ Efforts should be made to move those in the informal economy into the formal economy. The creation of an enabling environment, the pursuit of good governance and the sustainable existence of both physical and social infrastructure are necessary for the competitiveness of existing businesses and the start-up of new enterprises.

10. Investment in youth reaps benefits for individuals, communities and societies. Decent work for young people unleashes multiplier effects throughout the economy and society, boosting investment and consumer demand and ensuring more stable and cohesive social ties across generations, including sharing institutional workplace knowledge. It shifts young people from social dependence to self-sufficiency, helps them escape poverty and enables them to actively contribute to society.

11. Youth unemployment and underemployment impose heavy social and economic costs, resulting in the loss of opportunities for economic growth, erosion of the tax base which undermines investment in infrastructure and public services, increased welfare costs, and unutilized investment in education and training, and may also be associated with social instability and conflict, increased levels of poverty, crime and substance abuse.

12. The youth employment challenge is bound to the general employment situation and, while it has its own dimensions, it is influenced by a number of general factors which may have positive or negative consequences, including:

- the impact of globalization;
- the impact of structural reforms in developing countries;
- the level of, and fluctuation in, aggregate demand;
- demographic trends;
- the level of economic activity, public and private investment and sustainable growth;
- the employment intensity of growth in developing countries;
- an enabling regulatory environment for both enterprises and the protection of workers' rights;
- entrepreneurship and enterprise creation options, including through cooperatives;
- education and training outcomes;
- the relationship between education and labour market needs; and
- work experience and labour market services.

13. As new entrants to the labour market, some young workers lack the specific training or seniority that may buffer older workers from swings in market conditions; their employment is highly dependent on the state of the economy. During economic downturns, the practice of “last hired, first fired” and the lack of vacancies take a toll on young workers when they are less equipped to find new employment.

14. Whilst some young people transition effectively from education to work, the transition is problematic for too many others. One concern is when young persons do not possess basic literacy and numeracy skills that are necessary to access vocational training and transition from a state of unemployment to employability. Another concern is when, for protracted periods, young people are not in employment, education or training. In other instances, some young people do not complete schooling and/or have insufficient skills to gain secure and sustainable employment opportunities.

15. Failure to find a job may be linked to lack of relevant skills and training opportunities, to low demand for the skills in which young persons have

¹ As referenced in the conclusions of the International Labour Conference's general discussion on the employment relationship (2003).

trained, or to changing demand in the labour market. The mismatch that arises can lead to long periods of jobseeking, higher unemployment and sustained periods of lower skilled and precarious work. Lack of opportunities for work experience and entrepreneurial development, combined with the absence of adequate labour market information, vocational guidance and counselling, and poor job placement mechanisms, exacerbate the problem of getting a decent job.

16. Particular groups of young people face specific hardships due to discrimination and social exclusion, including those with disabilities, those affected by HIV/AIDS, indigenous youth, those involved in hazardous work, demobilized soldiers, ethnic minorities, migrants and other socially disadvantaged youth. In general, young women, in particular young women with children, are more prone to unemployment, discrimination, sexual harassment, underemployment and poor working conditions. In some cases, young persons are denied access to employment opportunities for which they are fully qualified and competent solely on the basis of their age.

17. Governments and social partners are committed to addressing the youth employment challenge with the involvement of young women and men. Urgent action is required to enhance the involvement of young workers, workers' organizations and employers of young workers and their organizations in development, implementation and monitoring of youth labour market policies and programmes.

Policies and programmes for decent work for young people

18. The principles of the Employment Policy Convention, 1964 (No. 122), whereby "each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment", are fundamental to any employment policy directed at young people.

19. Although one size does not fit all, meeting the youth employment challenge calls for an integrated and coherent approach that combines macro- and microeconomic interventions and addresses both labour demand and supply and the quantity and quality of employment. Youth employment should be considered in all relevant social, employment and economic policies through a well-balanced policy mix. Supportive national trade, industry, training and wage policies, with appropriate involvement of the social partners, are also required to meet the youth employment challenge. The employment prospects of young people are inextricably linked to the general employment situation and can be especially vulnerable to fluctuations in economic conditions. Consequently, targeted interventions aimed at overcoming disadvantages, while promoting equality, social inclusion and an equitable society, are required. Policies and programmes that aim to prevent cycles of disadvantage from being repeated across generations are critical in achieving social inclusion and decent work for youth.

20. High and sustained economic growth is a necessary condition for the generation of employment, including quality employment for young people. This requires macroeconomic policy supportive of increased and sustainable employment growth through expanded investment, productive capacity and aggregate demand in conditions of economic and political stability. Governments should have policy space to ensure ownership of their macroeconomic and industrial policies enabling them to expand their economies including the manufacturing and services sectors. Social progress and economic growth should go hand in hand. Policies relating to globalization, including trade and foreign direct investment, should, wherever necessary, be reformed to create decent jobs for young people. Monetary, fiscal, trade and social security policies should be coherent with the overall objective of increased and sustainable economic growth, employment generation and social protection. Assessment of

the likely employment implications of macroeconomic policy choices can better inform an adequate policy mix.

21. Placing economic growth and employment generation at the centre of national policy objectives calls for supportive and coherent national, regional and international policy frameworks. Reforms are required at the national and international levels to ensure developing countries have access to additional financial resources to promote economic development and decent work. International debt relief, including debt cancellation, and increased official development assistance (ODA) are important components of such reforms. In addition, some of the recommendations of the World Commission on the Social Dimension of Globalization are particularly relevant in this regard. National and international strategies to achieve the Millennium Development Goals (MDGs) should combine economic growth, poverty eradication and social and employment objectives, including youth employment. The forthcoming review of the MDGs in September 2005 provides an excellent opportunity to assess the extent to which national, regional and international policies and strategies address the promotion of decent work for all with a focus on young people.

22. Increased and sustainable economic growth, while necessary, is not a sufficient condition for sustainable employment generation, particularly for young people. A range of complementary policies are needed to enhance the employment content of growth while also increasing productivity and ensuring adequate social protection. Policies should seek to strengthen enterprises and enhance labour demand as well as the quality of the labour supply. Governments should review all policies to ensure they do not discriminate against the hiring of youth.

23. In developing countries the employment intensity of growth must be increased. For example, employment-intensive investment in infrastructure has been shown to be an effective means to enhance sustainable decent work among low-income and low-skilled workers, as well as to create assets that enhance productivity and output. Such investment is a proven means to eradicate poverty, particularly when it is combined with training.

24. The development of entrepreneurship among young people is an important component of employment policies. Some young people have the potential to become entrepreneurs and create or join an enterprise. Some young people also have the potential to establish or join cooperatives. This potential should be actively nurtured through an enabling environment combining information on opportunities and risks faced by entrepreneurs and those involved in cooperatives, business development services directed particularly at young people, mentoring and financial services (including access to credit and venture capital) and simplifying registration (including business entry) procedures. Employers' organizations, together with governments, have an active role to play. The development of entrepreneurship and cooperatives should respect international labour standards. National legislation and policies concerning cooperatives should be in accordance with the Promotion of Cooperatives Recommendation, 2002 (No. 193).

25. As stated in the 2004 UNDP report *Unleashing entrepreneurship: Making business work for the poor*, developed country governments should:

... foster a conducive international macroeconomic and policy environment to unleash the full potential of entrepreneurs in developing countries. A robust international economy provides markets for goods from developing country companies. In addition, increasing the flow of development aid and reforming the global trading system to provide fair economic opportunities to producers from developing countries are essential for promoting rapid growth in domestic private investment.

26. Policies for small enterprises, including entrepreneurship and cooperatives, should be reviewed for their relevance to young persons in different country circumstances. Policies to promote employment should also be reviewed to attract, inform and assist young persons in establishing or joining small enterprises, and to assist young persons in the informal economy to move

to the formal economy. Small and medium-sized enterprises, including cooperatives, can be an engine of job creation and seedbeds for innovation and entrepreneurship. In some countries, many small and medium-sized enterprises are marginal and operate outside of the formal economy. The right to participate in employers' and workers' organizations by persons establishing or working in small businesses is important.

27. Tripartite dialogue can inform policies that target specific industries and sectors with strong potential for youth employment. In developing countries, policies seeking to increase agricultural production, rural non-farm industries, manufacturing, tourism and technological capabilities could provide real prospects for raising both economic growth and decent employment for youth. The provision of adequate high-quality public services, especially in developing countries, in areas such as health care, education, utilities, power and water is required and will directly generate additional decent work for youth as well as providing an enabling environment for increased private investment and job growth. There is considerable scope to expand economic activity in key sectors through public and private initiatives which will also help economic and job growth. The development of skills relevant to technology, when coupled with education and vocational training, can open up new opportunities for young people.

28. Labour market and social protection policies and employment legislation and regulations, which take into account international labour standards and social dialogue and recognize the right to collective bargaining, and the promotion of freedom of association, workplace safety, policies on wages and hours of work and other labour standards, should ensure adequate protection of young workers and the improvement of their employment prospects. The regulatory environment for enterprises should create an investment climate that fosters economic growth and the decent employment of young persons.

29. Governments in consultation with employers' and workers' organizations should establish labour market information and monitoring mechanisms to ensure a regular flow of information on the employment situation, specifically of young people. In order to avoid precarious employment situations that deny workers basic rights, and ensure occupational safety and health protection, labour inspection and national labour administration systems should play a key role and need to be strengthened, where necessary.

30. Measures to address the working conditions of youth in the informal economy include small business management training, enhanced cooperation and organization of micro- and small enterprises and the full enforcement of social and labour protection through processes such as well-resourced labour inspection systems, labour courts and functioning tripartite institutions. The organization of informal economy workers and employers through their respective organizations is also important to achieving this objective. Emphasis should be placed on necessary regulatory changes (including the removal of barriers to business entry) to enable young people in the informal economy to make the transition into the formal economy through incentives, such as management training, increased access to credit and simplified registration systems.

31. An enabling environment for investment and enterprise creation is essential for growth and employment. This includes effective public and private investment in essential physical and social infrastructure, inclusive of quality public services, recognition of property rights, good governance, stable institutions, political stability, the rule of law including labour law, and a conducive legal framework for private investment, as advocated in the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189).

32. Access to universal, free, quality public primary and secondary education and investment in vocational training and lifelong learning are essential for individual and social enhancement and preparation for future

working life. Education for all is an effective means of combating child labour and eradicating poverty.

33. Education, vocational training, core skills – including literacy and numeracy – labour market services and work experience and awareness of labour rights and occupational health and safety are essential components of a comprehensive policy to enhance the employability of young people. Education and vocational training policy should be broadly based, have a link to employment policy and should be responsive to the development of core skills being used in workplaces. A key function of the education system should be the progressive development of employability skills among young people.¹

34. Vocational education and lifelong training responsive to the evolving demand for skills in the labour market, along with apprenticeship schemes and other measures that combine training with work, are fundamental to improving youth employability. A variety of initiatives, including public and private partnerships, and appropriate incentives for individual and collective investments in human resources development, can ensure the continued relevance of vocational education and training to labour market needs. Enterprises have a critical role to play in investment in training. A number of mechanisms used in combination to further investment in training and to guarantee access are required.² National policies should aim to provide all young women and men with the broadest possible access to responsive vocational education and training opportunities. Such policies should be guided by the relevant provisions of the Human Resources Development Convention, 1975 (No. 142), and the Human Resources Development Recommendation, 2004 (No. 195). Education and training authorities should seek to:

- Integrate basic skills such as literacy, numeracy and, where possible, technological knowledge into education, equipping students with a foundation for the world of work.
- Incorporate career guidance and support, knowledge of industry along with industrial relations and essential labour issues, such as occupational safety and health, into the early years curricula.
- Foster career entry and career development, including the recognition of prior learning to facilitate transfer between educational programmes and through the transfer of relevant educational qualifications and credits.

¹ “Employability is defined broadly. It is a key outcome of education and training of high quality, as well as a range of other policies. It encompasses the skills, knowledge and competencies that enhance a worker’s ability to secure and retain a job, progress at work and cope with change, secure another job if he/she so wishes or has been laid off, and enter more easily into the labour market at different periods of the life cycle. Individuals are most employable when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem solving, information and communications technology (ICT) and communication and language skills, learning to learn skills, and competencies to protect themselves and their colleagues against occupational hazards and diseases. This combination of skills enables them to adapt to changes in the world of work. Employability also covers multiple skills that are essential to secure and retain decent work. Entrepreneurship can contribute to creating opportunities for employment and hence to employability. Employability is, however, not a function only of training – it requires a range of other instruments which results in the existence of jobs, the enhancement of quality jobs, and sustainable employment. Workers’ employability can only be sustained in an economic environment that promotes job growth and rewards individual and collective investments in human resources training and development.”, para. 9 of the resolution concerning human resources training and development, ILC, 88th Session, 2000.

² Para. 12 of the resolution concerning human resources training and development, ILC, 88th Session, 2000.

- Make education more responsive to labour market needs by directly engaging educators with industry partners in the sector and encouraging student contact with industry. Programmes which, in the latter school years, combine learning with work or work experience can bring students and employers together.

35. Public and private employment services can provide career guidance and counselling, impart up-to-date labour market information and support young people in finding, securing and retaining jobs. Where necessary, public employment services should be strengthened.

36. Taking into account relevant provisions of the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), active labour market policies and programmes (ALMPs) can greatly facilitate initial employment as well as re-entry into employment. Labour market programmes could target youth, in particular disadvantaged young people, or mainstream programmes could be adapted to the needs of the individual. ALMPs are more likely to be effective when they are well targeted; meet the specific requirements of the intended beneficiaries, based on a careful analysis of the local employment situation; are linked to demand for real jobs; and include measures to improve the competencies, skills and sustainable employment opportunities of beneficiaries.

37. Social benefit programmes to support unemployed and underemployed youth should be established where they do not exist. Social benefit programmes should contribute to job search and labour market efficiency. However, public policy should assist young people to move into decent work or education as soon as possible.

38. Governments should take responsibility for the regular monitoring and evaluation of the performance of policies and programmes promoting decent work for young people. Assessing performance against established benchmarks is a proven method for moving forward. Knowledge about what works and what does not work, the relevance, effectiveness and efficiency of policies and programmes on youth employment should be compiled and disseminated widely and creatively. Tools which support employers, workers and governments to identify areas of work where there are gaps in the application of international labour standards are important and should be developed.

An ILO plan of action to promote pathways to decent work for youth

39. With regard to ILO work on youth employment, the Decent Work Agenda provides the paradigm, and the Global Employment Agenda, including its ten core elements and cross-cutting themes,¹ which include the “four Es”² of the Youth Employment Network (YEN), provide the policy pillars.

40. The ILO, in close collaboration with the social partners and relevant international agencies, should continue to play a leading role in the Youth Employment Network to promote decent work for young persons and to synchronize the work of the YEN with these conclusions. The ILO should

¹ Promoting trade and investment for productive employment and market access for developing countries; promoting technological change for higher productivity, job creation and higher standards of living; promoting sustainable development for sustainable livelihoods; a call for policy integration to ensure macroeconomic policy for growth and employment; decent work through entrepreneurship; employability through improving knowledge and skills; active labour market policies for employment, security in change, equality, and poverty reduction; social protection as a productive factor; occupational safety and health – synergies between security and productivity; productive employment for poverty reduction and development.

² Employability, equal opportunities, entrepreneurship and employment creation.

continue to promote the expansion of the YEN to include more countries, both developing and developed. The ILO, through the full commitment of its constituents, should ensure that it has the funds required to give effect to these conclusions and be a strong technical partner of the YEN.

41. The ILO should, with its tripartite constituents, strengthen partnerships with international financial institutions and United Nations organizations in order to give a central place to the promotion of youth employment in development policies and poverty reduction strategies, and in the forthcoming review of the United Nations Millennium Development Goals. This should include promotion of the ILO Decent Work Agenda and the Global Employment Agenda. The ILO should play a role in promoting the resolution of the international debt problem and advocate increased resource flows into developing countries.

42. The ILO plan of action, with particular focus on developing countries, is based on three pillars: building knowledge; advocacy; and technical assistance.

Building knowledge

43. In order to assist countries in developing their policies and programmes addressing the youth employment challenge, the ILO should expand knowledge on the nature and dimensions of youth employment, unemployment and underemployment. Particular emphasis should be placed on gathering factual data and empirical evidence on the effectiveness of country policies and programmes and in synthesizing the results of country studies and evaluations. This analysis should collect examples of where policy interventions have been successful and where they have not, and should extract lessons learned from such experiences. The ILO should facilitate global peer partnerships to promote better performance and disseminate and share best-practice experiences and models among its constituents, such as industry training and skills development, education linkages and human resources practices.

44. The ILO should develop a research agenda that includes the ILO strategy for evaluating the success of its youth-oriented technical cooperation projects, and use evaluation information to feed back into programme design. The ILO may draw on its experiences through evaluating its other youth-related efforts, for example the International Programme on the Elimination of Child Labour (IPEC).

45. The ILO should strengthen research and knowledge dissemination on the ten core elements covered in the ILO Global Employment Agenda and the relationship between these core elements and the achievement of decent work for youth, including a regularly updated web site and database, publications, newsletters and practical guides. The ILO should partner, as appropriate, with other international organizations in the gathering of information and empirical research.

Advocacy and the promotion of decent work for youth

46. The ILO should undertake a campaign to promote the conclusions of the general discussion on promoting pathways to decent work for youth. This campaign should include an international, regional and national focus which is developed in conjunction with the social partners. The campaign should have as its core objective the promotion and implementation of these conclusions with a specific focus on information for young people themselves, taking into account the specific needs and interests of young workers, including an appropriate focus on young women and other vulnerable groups. In conjunction with its constituents, the ILO should be responsible for:

- an international promotional campaign aimed at young people to promote decent work with a focus on employment creation, workers' rights and employability, as detailed in these conclusions;

- working directly with workers and employers in the development of tool kits which will assist governments and workers' and employers' organizations to promote awareness of their rights and responsibilities for decent work.

The ILO should target this campaign at young people through communication means that are most familiar to young people, including youth media and networks for students and other young people. The Committee on Employment and Social Policy of the Governing Body of the ILO should oversee the campaign.

47. The ILO should strengthen cooperation with multilateral institutions and other international organizations to promote policy coordination which makes the achievement of high and sustainable levels of employment growth a priority for all relevant international institutions. The ILO should also promote the strong emphasis on decent work for youth and the Global Employment Agenda in Poverty Reduction Strategy Papers, as well as decent work country programmes, YEN national action plans and other country-level activities undertaken by international financial institutions.

48. The ILO should promote good practice on policies and programmes for youth employment through tripartite meetings. This should include giving special attention to the gender dimension of the youth employment challenge, as well as the specific needs of young people affected by HIV/AIDS, and of those facing particular disadvantage due to disability, ethnic origin, labour migration and other specific circumstances.

49. The ILO should give a cross-cutting youth dimension to all its work. In particular, it should seek age-disaggregated data relating to employment and the world of work and include specific sections addressing the youth dimension in its research, studies and reports, including those relating to international labour standards and the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, as appropriate.

Technical assistance

50. The ILO should:

- (i) continue and intensify the provision of guidance and policy advice, particularly to developing countries, based on the Global Employment Agenda to promote decent work for youth;
- (ii) organize periodic, regional youth employment technical meetings in order to build knowledge and exchange experiences among youth employment policy-makers and the social partners;
- (iii) enhance the capacity of employers' and workers' organizations to effectively participate in the setting of policies and programmes in favour of youth employment, through its programme of technical cooperation, the International Training Centre of the ILO in Turin, and other means;
- (iv) strengthen the capacity of labour administration to promote the application of labour legislation at the workplace, for the benefit of all workers, including young women and men;
- (v) assist developing countries in establishing and strengthening inspection services, public employment services, data-gathering and monitoring and evaluation systems on youth employment;
- (vi) seek additional funding from donors to expand its programme of technical cooperation for the promotion of decent work for young women and men.

51. The ILO should maximize the comparative advantage of its tripartite structure in its activities to promote decent work for young persons. In addition to the role of governments already noted, the ILO should support employers and workers and their respective organizations, as the case may be, to:

- (i) review job descriptions to promote the hiring of youth, recognizing that young people bring positive attributes to work;

- (ii) recognize skills and productivity, not just qualifications or years of experience, to ensure that young workers have equal opportunities to other workers;
- (iii) help educate, train and mentor through investing in education and training, participating in training bodies and assisting school-to-work transition;
- (iv) work with industry partners, young people's networks and youth organizations to inform young people, schools, training bodies and employment agencies of both industry needs and expectations of young people;
- (v) to assist young people and employers of young people to:
 - develop basic learning skills of literacy, numeracy and technological skills;
 - actively look for work and job opportunities, including entry-level work that combines employment with education or work experience;
 - prepare for the responsibilities of the world of work and career development by developing employability skills or upgrading skills through technical vocational training, and/or in the workplace.

52. The ILO should support efforts to strengthen the capacity of workers' and employers' organizations to reach out and engage young workers and employers of young workers to ensure that their specific needs are taken into account in social dialogue processes, including collective bargaining.

Appendix

International labour standards relevant to work and young persons

In addition to the Conventions on fundamental principles and rights at work and their related Recommendations – the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Forced Labour Convention, 1930 (No. 29); the Forced Labour (Indirect Compulsion) Recommendation, 1930 (No. 35); the Abolition of Forced Labour Convention, 1957 (No. 105); the Equal Remuneration Convention, 1951 (No. 100), and Recommendation, 1951 (No. 90); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation, 1958 (No. 111); the Minimum Age Convention, 1973 (No. 138), and Recommendation, 1973 (No. 146); the Worst Forms of Child Labour Convention, 1999 (No. 182), and Recommendation, 1999 (No. 190) – and to the priority Conventions on employment and labour inspection and their related Recommendations – the Employment Policy Convention, 1964 (No. 122), and Recommendation, 1964 (No. 122); the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169); the Labour Inspection Convention, 1947 (No. 81), and its Protocol of 1995; the Labour Inspection Recommendation, 1947 (No. 81); the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and Recommendation, 1969 (No. 133) – , these instruments include in particular: the Employment Service Convention, 1948 (No. 88), and Recommendation, 1948 (No. 83); the Labour Administration Convention, 1978 (No. 150), and Recommendation, 1978 (No. 158); the Private Employment Agencies Convention, 1997 (No. 181), and Recommendation, 1997 (No. 188); the Human Resources Development Convention, 1975 (No. 142), and Recommendation, 2004 (No. 195); the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189); the Part-Time Work Convention, 1994 (No. 175), and Recommendation, 1994 (No. 182); the Promotion of Cooperatives Recommendation, 2002 (No. 193); the Workers' Representatives Convention, 1971 (No. 135), and Recommendation, 1971 (No. 143); the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and Recommendation, 1983 (No. 168); the Migration for

Employment Convention (Revised), 1949 (No. 97), and Recommendation (Revised), 1949 (No. 86); the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Migrant Workers Recommendation, 1975 (No. 151); the Indigenous and Tribal Peoples Convention, 1989 (No. 169); the Occupational Safety and Health Convention, 1981 (No. 155), and its Protocol of 2002; the Occupational Safety and Health Recommendation, 1981 (No. 164); the Safety and Health in Agriculture Convention, 2001 (No. 184), and Recommendation, 2001 (No. 192); the Maternity Protection Convention, 2000 (No. 183), and Recommendation, 2000 (No. 191); the Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77); the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78); the Medical Examination of Young Persons Recommendation, 1946 (No. 79); the Protection of Wages Convention, 1949 (No. 95), and Recommendation, 1949 (No. 85); the Minimum Wage Fixing Convention, 1970 (No. 131), and Recommendation, 1970 (No. 135); the Social Security (Minimum Standards) Convention, 1952 (No. 102); the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168), and Recommendation, 1988 (No. 176); the Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30); the Night Work Convention, 1990 (No. 171), and Recommendation, 1990 (No. 178).

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Occupational safety and health”¹

The General Conference of the International Labour Organization,

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

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention and a Recommendation concerning occupational safety and health,

Decides that an item entitled “Occupational safety and health” shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Convention and Recommendation.

III

Resolution concerning the flag of the International Labour Organization¹

The General Conference of the International Labour Organization,

Mindful of the necessity to allow the Organization to be given the visibility it might need,

Noting that other international organizations of the United Nations system have adopted, through their competent organs, flags carrying their respective emblems,

Considering that the emblem, approved by the Director-General in Instruction No. 325 of 1 September 1967, is universally recognized as the International Labour Organization’s logo,

Noting that the Governing Body of the International Labour Office has adopted the code and the regulations for the use of the flag of the International

¹ Adopted on 15 June 2005.

Labour Organization under the reservation that they come into force after the adoption of this resolution,

1. decides that a flag of the International Labour Organization is adopted which bears the emblem symbolizing tripartism and approved by the Director-General in Instruction No. 325 of 1 September 1967;
2. takes note of the code and regulations for the use of the flag of the International Labour Organization adopted by the Governing Body.

(a) *Flag code of the International Labour Organization*

1. Design of flag

The flag of the International Labour Organization shall be the official emblem of the International Labour Organization centred on a United Nations blue background, as approved by the Director-General on 1 September 1967. Such emblem shall appear in white on both sides of the flag except where otherwise prescribed by the regulations. The flag shall be made in such sizes as may, from time to time, be prescribed by the regulations.

2. Dignity of flag

The flag shall not be subjected to any indignity.

3. Flag protocol

1. The flag of the International Labour Organization shall not be subordinated to any other flag.

2. The manner in which the flag of the International Labour Organization may be flown, in relation to any other flag, shall be prescribed in the regulations.

4. Use of flag by the International Labour Organization

1. The flag shall be flown:

- (a) from all buildings, offices and other property occupied by the International Labour Organization;
- (b) from any official residence when such residence has been so designated by regulation;

2. The flag shall be used by any unit acting on behalf of the International Labour Organization such as any committee or commission or other entity established by the International Labour Organization, in such circumstances not covered in this code as may become necessary in the interests of the International Labour Organization.

5. Use of flag generally

The flag may be used in accordance with this flag code by governments, organizations and individuals to demonstrate support of the International Labour Organization and to further its principles and purposes. The manner and circumstances of display shall conform, in so far as appropriate, to the laws and customs applicable to the display of the national flag of the country in which the display is made.

6. Prohibition

The flag shall not be used in any manner inconsistent with this code or its regulations. On no account shall the flag or a replica thereof be used for commercial purposes or in direct association with an article of merchandise. The

Director-General, subject to the approval of the Officers of the Governing Body, may deviate from this principle in special circumstances, such as the celebration of an anniversary of the Organization.

7. *Mourning*

The Director-General shall prescribe by regulation or otherwise the cases in which the flag shall be flown at half mast as a sign of mourning.

8. *Manufacture and sale of flag*

1. The flag may be manufactured for commercial purposes only upon written consent of the Director-General.

2. Such consent shall be subject to the following condition:

The manufacturer shall ensure that every purchaser of the flag receives a copy of this code and the regulations for implementing it and is informed of the conditions, set out in this code and its regulations, on which the flag may be used.

9. *Violation*

Any violation of this flag code and its regulations shall be punished in accordance with the laws of the country in which it takes place.

10. *Regulations and amendments*

The Governing Body, upon the Director-General's proposal, is empowered to make or revise the regulations for implementing this code and to amend the code, as appropriate.

(b) *Regulations for the use of the flag of the International Labour Organization*

These regulations are issued in pursuance of article 10 of the International Labour Organization flag code.

I. DIMENSIONS OF FLAG

1. In pursuance to article 1 of the flag code the proportions of the International Labour Organization flag shall be:

(a) hoist (width) of the International Labour Organization flag – 2;
fly (length) of the International Labour Organization flag – 3;

or

(b) hoist (width) of the International Labour Organization flag – 3;
fly (length) of the International Labour Organization flag – 5;

or

(c) the same proportions as those of the national flag of any country in which the International Labour Organization flag is flown.

2. The emblem shall in all cases be one-half of the hoist of the International Labour Organization flag and entirely centred.

II. FLAG PROTOCOL

The International Labour Organization flag may be displayed as follows:

1. General provisions

- (a) The International Labour Organization flag may be displayed alone or with one or more other flags.
- (b) When the International Labour Organization flag is displayed with one or more other flags, all the flags must be displayed on the same level and be of approximately equal size.
- (c) On no account may any flag displayed with the International Labour Organization flag be displayed on a higher level than the International Labour Organization flag or be larger than it.
- (d) The International Labour Organization flag may be displayed on either side of any other flag without being deemed to be subordinated to any such flag within the meaning of article 3, paragraph 1, of the International Labour Organization flag code.
- (e) The International Labour Organization flag should normally only be displayed on a building or flagstaff from sunrise to sunset. The International Labour Organization flag may also be displayed at night in exceptional cases.
- (f) The International Labour Organization flag should never be used as drapery of any sort, never festooned, drawn back, nor up, in folds, but always allowed to fall free.

2. Closed circle of flags

Other than in a circle of the flags of the United Nations and other specialized agencies, the International Labour Organization flag should not, in principle, be made part of a circle of flags. When flags are placed in a circle, the flags, other than the International Labour Organization flag, should be displayed in the French alphabetical order of the countries represented reading clockwise. The International Labour Organization flag should always be displayed on the flagpole in the centre of the circle of flags or in an appropriate adjoining area.

3. Line, cluster or semicircle of flags

In line, cluster or semicircle groupings all flags other than the International Labour Organization flag shall be displayed in the French alphabetical order of the countries represented starting from the left. In such cases, the International Labour Organization flag should either be displayed separately in an appropriate area or in the centre of the line, cluster or semicircle or, in cases where two International Labour Organization flags are available, at both ends of the line, cluster or semicircle.

4. National flag of the country in which the International Labour Organization flag is displayed

- (a) The national flag of the country should appear in its normal position according to the French alphabetical order of the countries.
- (b) When the country concerned wishes to make a special display of its national flag, the flags should be arranged in a line, cluster or semicircle and the national flag placed at each end of the line, cluster or semicircle separated from the grouping by an interval of not less than one-fifth of the total length of the line.

III. USE OF FLAG GENERALLY

1. Under article 5 of the International Labour Organization flag code, the International Labour Organization flag may be used to demonstrate the support

of the International Labour Organization and to further its principles and purposes.

2. It is considered especially appropriate that the International Labour Organization flag should be displayed on the following occasions:

- (a) on the national day of the country in which the flag is displayed;
- (b) on the occasion of any official event, particularly in honour of the International Labour Organization; and
- (c) on the occasion of any official event which might or is desired to be related in some way to the International Labour Organization.

IV. PROHIBITIONS

1. In accordance with article 6 of the International Labour Organization flag code, on no account shall the International Labour Organization flag or replica thereof be used for commercial purposes or in direct association with an article of merchandise.

2. Furthermore, neither the International Labour Organization flag nor any replica thereof shall be stamped, engraved or otherwise affixed on any stationery, books, magazines, periodicals or other publications of any nature whatsoever in a manner such as could imply that any such stationery, books, magazines, periodicals or other publications were published by or on behalf of the International Labour Organization unless such is in fact the case or in a manner such as has the effect of advertising a commercial product.

3. Subject to the provisions of paragraph 2 of this section, and with the exception of articles manufactured for presentation or sale to participants in the various meetings of the International Labour Organization, neither the International Labour Organization flag nor any replica thereof should be affixed in any manner on any article of any kind. Subject to the same exceptions, the International Labour Organization flag should not be reproduced on articles made of cloth, leather, material, synthetic material, etc. The International Labour Organization flag may be manufactured in the form of a lapel button.

4. Subject to the special cases mentioned in paragraphs 2 and 3, no mark, insignia, letter, word, figure, design, picture or drawing of any nature shall ever be placed upon or attached to the International Labour Organization flag or placed upon any replica thereof.

V. MOURNING

1. In accordance with article 7 of the International Labour Organization flag code, whenever the Director-General of the International Labour Office proclaims that the International Labour Organization is in official mourning, the International Labour Organization flag, wherever displayed, shall mark such an event by being flown at half mast during the period of official mourning.

2. Heads of offices and heads of International Labour Organization missions away from headquarters are authorized by the Director-General to lower the International Labour Organization flag to half mast in cases where they wish to follow official mourning in the country in which such offices or missions have their headquarters.

3. The International Labour Organization flag when displayed at half mast should first be hoisted to the peak for an instant and then lowered to the half-mast position. The flag should again be raised to the peak before it is lowered for the day. By "half mast" is meant lowering the flag to one-half the distance between the top and bottom of the mast.

4. Crepe streamers may be affixed to flagstaffs flying the International Labour Organization flag in a funeral procession only by order of the Director-General of the International Labour Office.

5. When the International Labour Organization flag is used to cover a casket, it should not be lowered into the grave or allowed to touch the ground.

IV

Resolution concerning the adoption of the Programme and Budget for 2006-07 and the allocation of the budget of income among member States ¹

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, adopts for the 70th financial period, ending 31 December 2007, the budget of expenditure of the International Labour Organization amounting to US\$594,310,000 and the budget of income amounting to US\$594,310,000, which, at the budget rate of exchange of 1.25 Swiss francs to the US dollar, amounts to 742,887,500 Swiss francs, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

V

Resolution concerning the arrears of contributions of Armenia ²

The General Conference of the International Labour Organization,

Having regard to paragraph 7 of article 10 of the Financial Regulations,

Accepts the arrangement proposed by the Government of Armenia for the settlement of its arrears of contributions due for the period 1992-2004 to the effect that:

- (a) in 2005, the Government of Armenia will pay in full its contribution for the year 2005;
- (b) in subsequent years, the Government of Armenia will continue to pay its current contribution in full in the year for which it is due;
- (c) the Government of Armenia will settle arrears that have accumulated up to and including 31 December 2004, amounting to 1,935,666 Swiss francs, by payment, beginning in 2005, of 20 annual instalments in accordance with the following schedule:

Years		Annual instalment (in Swiss francs)	Total
2005-08	4 years	48 000	192 000
2009-12	4 years	72 000	288 000
2013-16	4 years	96 000	384 000
2017-20	4 years	120 000	480 000
2021-23	3 years	144 000	432 000
2024	1 year	159 666	159 666
Total			1 935 666

¹ Adopted on 15 June 2005 by 415 votes in favour, with 7 against and 2 abstentions.

² Adopted on 6 June 2005.

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

VI

Resolution concerning the arrears of contributions of the Republic of Moldova¹

The General Conference of the International Labour Organization,

Having regard to paragraph 7 of article 10 of the Financial Regulations,

Accepts the arrangement proposed by the Government of the Republic of Moldova for the settlement of its arrears of contributions due for the period 1992-2004 to the effect that:

- (a) the payment of 3,548 Swiss francs made by the Government of the Republic of Moldova in April 2005 will be applied against its full contribution for the year 2005;
- (b) in subsequent years, the Government of the Republic of Moldova will continue to pay its current contribution in full in the year for which it is due;
- (c) the Government of the Republic of Moldova will settle arrears that have accumulated up to and including 31 December 2004, amounting to 2,729,346 Swiss francs, by payment, beginning in 2006, of first instalment of 136,473 Swiss francs and 19 annual instalments of 136,467 Swiss francs;

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

VII

Resolution concerning the arrears of contributions of Togo²

The General Conference of the International Labour Organization,

Having regard to paragraph 7 of article 10 of the Financial Regulations,

Accepts the arrangement proposed by the Government of Togo for the settlement of its arrears of contributions due for the period 1992-2004 to the effect that:

- (a) in 2005, the Government of Togo will pay in full its contribution for the year 2005;
- (b) in subsequent years, the Government of Togo will continue to pay its current contribution in full in the year for which it is due;
- (c) the Government of Togo will settle arrears that have accumulated up to and including 31 December 2004, amounting to 213,453 Swiss francs, by payment, beginning in 2006, of seven annual instalments of 27,924 Swiss francs and one final instalment of 17,985 Swiss francs.

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

¹ Adopted on 6 June 2005.

² Adopted on 15 June 2005.

VIII

Resolution concerning the arrears of contributions of Georgia¹

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

Accepts the arrangement proposed by the Government of Georgia for the settlement of its arrears of contributions due for the period 1993-2004 to the effect that:

- (a) in 2005, the Government of Georgia will pay in full its contribution for the year 2005;
- (b) in subsequent years, the Government of Georgia will continue to pay its current contribution in full in the year for which it is due;
- (c) the Government of Georgia will settle arrears that have accumulated up to and including 31 December 2004, amounting to 3,071,902 Swiss francs, by payment, beginning in 2006, of 14 annual instalments in accordance with the following schedule:

<u>Years</u>	<u>Amount (in Swiss francs)</u>
2006	46 079
2007	61 438
2008	61 438
2009	61 438
2010	61 438
2011	122 876
2012	153 595
2013	153 595
2014	307 190
2015	368 628
2016	368 628
2017	430 066
2018	430 066
2019	445 427
Total	3 071 902

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

IX

Resolution concerning the arrears of contributions of Iraq¹

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

¹ Adopted on 15 June 2005.

Accepts the arrangement proposed by the Government of Iraq for the settlement of its arrears of contributions due for the period 1988-2004 to the effect that:

- (a) in 2005, the Government of Iraq will pay in full its contribution for the year 2005;
- (b) in subsequent years, the Government of Iraq will continue to pay its current contribution in full in the year for which it is due;
- (c) the Government of Iraq will settle arrears that have accumulated up to and including 31 December 2004, amounting to 6,127,793 Swiss francs, by payment, beginning in 2005, of 19 annual instalments of 306,390 Swiss francs and a final instalment of 306,383 Swiss francs,

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

X

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization ¹

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the term of office of Ms. Geneviève Gaudron for three years,

Expresses its appreciation to Ms. Florida Ruth P. Romero for her contribution over the last five years to the work of the Administrative Tribunal of the International Labour Organization.

XI

Resolution concerning the assessment of contributions of new member States ¹

The General Conference of the International Labour Organization,

Decides, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, that the contribution of Samoa to the ILO budget for the period of its membership in the Organization in 2005 be based on an annual assessment rate of 0.001 per cent.

XII

Resolution concerning the scale of assessments of contributions to the budget for 2006 ¹

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, to adopt the draft scale of assessments for the year 2006 based on the scale adopted by the United Nations General Assembly in December 2003 as set out in column 3 of Appendix III to this document.

¹ Adopted on 13 June 2005.

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