

## **Appendix 7**

# **ILO Recommendation on Employment Policy, 1984<sup>1</sup>**

### **Part IV Technology Policies**

‘One of the major elements of national development policy should be to facilitate the development of technology as a means of increasing productive potential and achieving the major development objectives of creation of employment opportunities and the satisfaction of basic needs. Technology policies should, taking into account the stage of economic development, contribute to the improvement of working conditions and reduction of working time, and include measures to prevent loss of jobs.

‘Members should—

encourage research on the selection, adoption and development of new technologies and on their effects on the volume and structure of employment, conditions of employment, training, job content and skill requirements; and

encourage research on the technologies most appropriate to the specific conditions of countries, by ensuring the involvement of independent research institutes.

‘Members should endeavour to ensure by appropriate measures—

that the education and training systems, including schemes for retraining, offer workers sufficient opportunities for adjusting to altered employment requirements resulting from technological change;

that particular attention is given to the best possible use of existing and future skills; and

that negative effects of technological changes on employment, working and living conditions and on occupational safety and health are eliminated to the extent possible, in particular through the incorporation of ergonomic, safety and health considerations at the design stage of new technologies.

‘Members should, through all methods suited to national conditions and practice, promote the use of appropriate new technologies and assure or improve liaison and consultation between the different units and organisations concerned with these questions and the representative organisations of employers and workers.

‘The organisations of employers and workers concerned and undertakings should be encouraged to assist in the dissemination of general information on technological choices, in the promotion of technological linkages between large-scale and small-scale undertakings and in the setting up of relevant training programmes.

‘In accordance with national practice, Members should encourage employers’ and workers’ organisations to enter into collective agreements at national, sectoral or undertaking levels on the social consequences of the introduction of new technologies.

‘Members should, as far as possible and in accordance with national law and practice, encourage undertakings, when introducing into their operations technological changes which are liable to have major effects upon workers in the undertaking—

to associate workers and/or their representatives in the planning, introduction and use of new technologies, that is to inform them of the opportunities offered by and the effects of such new technologies and to consult them in advance with a view to arriving at agreements;

to promote a better organisation of working time and a better distribution of employment;

to prevent and mitigate to the greatest extent practicable any adverse effects of the technological changes on workers; and

to promote investments in technology that would encourage, directly or indirectly, the creation of employment and contribute to a progressive increase in production and the satisfaction of the basic needs of the population’.

## **NOTE**

1. Extract from text (paragraphs 20–26 of original) of ILO Recommendation adopted in 1984.