INTERNATIONAL LABOUR OFFICE

Resolutions
Adopted by the
International Labour Conference
at Its 39th Session

(Geneva, June 1956)
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Resolutions
Adopted by the International Labour Conference
at Its 39th Session
(Geneva, 1956)

I

Resolution concerning Automation

The International Labour Conference,
Recognising the profound impact of automation and other technological
developments on all aspects of labour and social policy with which
the I.L.O. is concerned,
Considering, in particular, the important effect of these developments
on productivity, employment, training, wages, hours, safety and other
conditions of work, social security, various forms of protection against
unemployment, and labour-management relations in the different countries,
Recognising that the problems of automation may differ considerably
from one country, industry, occupation and undertaking to another and
also from one category of workers to another, and
Considering that there is advantage in anticipating these problems
and in preparing to deal with them on a sound and comprehensive basis;
Urges that early and co-ordinated measures be taken, through the
co-operation of all the parties concerned, to facilitate orderly adjustment
to technological advance, to avoid or hold to a minimum the social disloca-
tions and human costs which may be involved in such progress, and to
ensure the greatest possible benefit to all sectors of the community;
Recommends that, at the national level, such measures should include—

(a) objective examination by governments, employers' organisations
and workers' organisations of the economic and social implications
of automation and other technological developments, in an effort
to assemble and appraise the facts, to widen understanding of the
changes taking place and to lay the basis for action to meet any
labour and social problems which may be involved;

(b) close and continuous consultation between the parties concerned
in planning ahead to meet any labour and social problems involved
in the introduction and application of automatic processes and
methods and other technological changes and in devising the policies
and taking the measures required to facilitate adjustment to techno-
logical improvements and to ensure an equitable sharing of their
benefits;

(c) implementation, by collective agreements or other appropriate means,
of policies relating to productivity, security of employment, wages,

1 Adopted unanimously on 25 June 1956.
hours and other conditions of work which will assist in promoting
the highest possible standards of economic welfare and social
well-being;

(d) adaptation of public policies and services to the changing needs of
the employment situation and, in particular, review of policies and
services relative to vocational guidance, training and retraining,
employment and protection against unemployment, and social
security in order to ensure that they are properly oriented and
equipped to cope with any transitional problems which may arise;
and

Requests the Governing Body of the International Labour Office—

(a) to invite the Director-General to study and analyse, on a continuing
basis, the labour and social implications of automation and other
technological developments and to make available from time to time
information and reports on the subject generally or on particular
aspects of the subject in an effort to increase understanding that
technological advance which induces higher productivity in firms,
industrial plants and mines, in the channels of distribution and
other enterprises, is an effective means of providing expanding
national economies, rising employment and higher standards of
living for the peoples of the world;

(b) to consider in the light of information provided by the Director-
General or made available by other international organisations the
desirability of convening a tripartite meeting to examine the labour
and social implications of automation and other developments and
to provide guidance as to the policies and practices which can help
to meet the problems arising for governments, employers and work-
ers and their organisations as a result of technological changes;

(c) to give particular attention to the labour and social problems which
may confront governments, employers and workers and their organi-
sations in the economically less developed countries as a result
of relatively rapid technological changes;

(d) to consider the desirability of including the question of the labour
and social implications of automation and other technological de-
velopments in the agenda of future sessions of the Industrial Com-
mittees, as has already been done in the case of the Metal Trades
Committee, and as may be appropriate in the circumstances of the
other industries and categories of workers concerned;

(e) to consider the desirability of including the question of the labour
and social implications of automation and other technological
developments in the agenda of future sessions of regional conferences
or meetings of the Organisation, where appropriate in the circum-
stances of the region concerned;

(f) to keep the whole question of automation and other forms of
improved technology under review, with the aim of intensifying
the contribution of the Organisation in the solution of the labour
and social problems involved and promoting the raising of standards
of living and well-being to the full extent made possible by techno-
logical improvements.
II

Resolution concerning the Reduction of Hours of Work

The International Labour Conference,

Noting the resolution concerning the reduction of hours of work adopted unanimously by the Conference at its 37th Session,

Observing that the rapid development of technical and scientific progress and the rise in output open up new possibilities for the reduction of hours of work,

Recalling the very detailed examination of this problem made by the Conference in 1937, 1938 and 1939;

Notes with satisfaction that the Director-General's report on this question will shortly be considered by a Committee of the Governing Body in pursuance of the resolution adopted by the International Labour Conference on 16 June 1954;

Stresses the urgency, after consideration by the Committee, of arriving at a positive solution;

And invites the Governing Body in its examination of this matter to consider placing the question of the reduction of hours of work on the agenda of an early session of the Conference.

III

Resolution concerning the Abolition of Discrimination Based on Sex in the Field of Remuneration

The International Labour Conference,

Noting that there still exists in a number of countries discrimination based on sex in questions of remuneration for men and women for work of equal value,

Noting that the principle of equal remuneration for men and women for work of equal value is achieved, according to the country, either by legislation, or by collective bargaining, or by a combination of these two systems,

Taking into consideration that the United Nations and the International Labour Organisation have repeatedly called upon the governments of all countries to take appropriate measures to put into effect the principle of equal pay for equal work of men and women,

Taking into consideration the demands of millions of women workers in various countries of the world that an end be put to discrimination based on sex and that the principle of equal remuneration for men and women for work of equal value be put immediately into practice,

Taking into consideration that the Equal Remuneration Convention and Recommendation, 1951, provide various methods for application of equal pay including collective bargaining;

1 Adopted on 25 June 1956 by 166 votes to 42, with 8 abstentions.
2 Adopted on 26 June 1956 by 139 votes to 23, with 23 abstentions.
1. Urges the governments of member States which have not yet ratified the Equal Remuneration Convention, 1951, to consider the question of the ratification of this Convention;

2. Recommends that member nations consider, when appropriate, implementing the principle of equal remuneration for men and women for work of equal value, either by legislation, or by collective bargaining, or by a combination of these two systems, or by other measures, if such measures have not yet been adopted;

3. Requests the Governing Body of the International Labour Office to invite the Director-General to study the actually existing differentials in the wages of men and women workers in countries which have recognised the principle of equal remuneration for men and women for work of equal value, as compared with countries which have not recognised this principle.

IV

Resolution concerning Regulation, Limitation and Reduction of Armaments

The General Conference of the International Labour Organisation,
Recalling that the question of regulation, limitation and reduction of armaments in accordance with the terms of the United Nations Charter is the responsibility of the Security Council and the General Assembly,
Recalling further that, pursuant to the terms of the General Assembly resolution 914 (X) of 16 December 1955, the question is currently under consideration in the Disarmament Commission and its subcommittee,
Recalling the resolution 724 (VIII) of 7 December 1953, concerning economic development of underdeveloped countries, adopted by the General Assembly,
Recalling the resolution concerning disarmament and the use of the resources which would be set free by a reduction of armament expenditure, adopted by the 38th Session of the International Labour Conference;
Reaffirms the hope that the work of the Disarmament Commission and its subcommittee may be brought to a speedy and fruitful conclusion.

V

Resolution concerning the Admission of the Kingdom of Tunisia to Membership of the International Labour Organisation

The General Conference of the International Labour Organisation,
Having been seized of an application from the Government of the Kingdom of Tunisia for membership in the International Labour Organisation;

1 Adopted unanimously on 27 June 1956.
2 Adopted unanimously on 12 June 1956.
Decides to admit the Kingdom of Tunisia to membership in the International Labour Organisation with the same rights and obligations as the other Members of the Organisation.

The Conference takes note of the fact that the Kingdom of Tunisia undertakes to respect the undertakings given in its name and on its behalf by the French Government with respect in particular to the application of international labour Conventions.

The Conference authorises the Governing Body to make the necessary arrangements with the Kingdom of Tunisia with regard to its financial contributions.

The Conference notes that the Government of the Kingdom of Tunisia has already communicated to the Director-General of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organisation and that, accordingly, the admission of the Kingdom of Tunisia to membership in the I.L.O. will take effect on the adoption of the present resolution by the Conference.

VI

Resolution concerning the Admission of the Republic of the Sudan to Membership of the International Labour Organisation ¹

The General Conference of the International Labour Organisation,
Having been seized of an application from the Government of the Republic of the Sudan for membership in the International Labour Organisation;

Decides to admit the Republic of the Sudan to membership in the International Labour Organisation with the same rights and obligations as the other Members of the International Labour Organisation.

The Conference authorises the Governing Body to make the necessary arrangements with the Government of the Republic of the Sudan with regard to its financial contributions.

The Conference notes that the Government of the Republic of the Sudan has already communicated to the Director-General of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organisation and that, accordingly, the admission of the Republic of the Sudan to membership in the International Labour Organisation will take effect on the adoption of the present resolution by the Conference.

VII

Resolution concerning the Admission of Morocco to Membership of the International Labour Organisation ¹

The General Conference of the International Labour Organisation,
Having been seized of an application from the Government of Morocco for membership in the International Labour Organisation;

¹ Adopted unanimously on 12 June 1956.
Decides to admit Morocco to membership in the International Labour Organisation with the same rights and obligations as the other Members of the Organisation.

The Conference takes note that Morocco undertakes to respect the undertakings hitherto made in its name and on its behalf by the French Government with regard in particular to the application of international labour Conventions.

The Conference authorises the Governing Body to make the necessary arrangements for Morocco with regard to its financial contributions.

The admission of Morocco will take effect as soon as the Government of Morocco has confirmed, by a letter addressed to the Director-General of the International Labour Office, its formal acceptance of the Constitution of the International Labour Organisation and of the terms of the present resolution.¹

VIII

Resolution concerning Revision of the Forced Labour Convention, 1930 ²

The Conference,

Having considered the proposed Conclusions directed towards a Recommendation contained in Report VI (2) submitted in connection with the sixth item on the agenda,

Noting that these Conclusions relate specifically to forms of work or service which are excluded from the scope of the Forced Labour Convention, 1930, in virtue of Article 2, paragraph 2 (b), (c) and (d) of that Convention,

Believing that these Conclusions could most appropriately be considered in connection with the revision of the Forced Labour Convention, 1930,

Believing, however, that the consideration of these provisions is a matter of urgency:

1. Requests the Governing Body of the International Labour Office to consider the placing of the question of the revision of the Forced Labour Convention, 1930, on the agenda of the earliest possible session of the Conference;

2. Requests the Governing Body in that event to instruct the Director-General to include in the report prepared for that purpose the proposed Conclusions directed towards a Recommendation contained in Report VI (2), together with the amendments submitted to those Conclusions at the 39th Session so that they may be considered along with any other proposals for revision of the Convention;

3. Pending the revision of the Forced Labour Convention, 1930, addresses an appeal to States Members of the Organisation which have not as yet ratified the Forced Labour Convention, 1930, to study the possibility of undertaking such ratification as soon as possible, and invites all States Members of the International Labour Organisation to take effective measures to abolish forced labour everywhere.

¹ The letter was received on 13 June 1956.
² Adopted on 28 June 1956.
IX

Resolution concerning the Placing on the Agenda of the Next General Session of the Conference of the Question of Forced Labour

The Conference,
Having approved the report of the Committee appointed to examine the sixth item on the agenda,
Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention relating to forced labour,
Decides to place on the agenda of its next general session the question of forced labour for a second discussion, with a view to a final decision on a Convention on the subject.

X

Resolution concerning the Placing on the Agenda of the Next General Session of the Conference of the Question of Weekly Rest in Commerce and Offices

The Conference,
Having approved the report of the Committee appointed to examine the seventh item on its agenda, and
Having in particular approved as general conclusions, with a view to consultation of governments, proposals for a Convention and a Recommendation relating to weekly rest in commerce and offices,
Decides to place the question of weekly rest in commerce and offices on the agenda of its next general session for a second discussion with a view to final decisions on the question.

XI

Resolution concerning the Placing on the Agenda of the Next General Session of the Conference of the Question of the Protection and Integration of Indigenous and Other Tribal and Semi-Tribal Populations in Independent Countries

The Conference,
Having approved the report of the Committee set up to examine the eighth item on the agenda,
Having approved, as general conclusions, with a view to consultation with governments, the provisions to be retained for the preparation of a Convention relating to the protection and integration of indigenous and other tribal and semi-tribal populations in independent countries,

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1 Adopted unanimously on 28 June 1956.
2 Adopted on 26 June 1956 by 220 votes to 0, with 4 abstentions.
3 Adopted on 28 June 1956 by 154 votes to 0, with 25 abstentions.
Having noted, with a view to consultation with governments, that, owing to lack of time to proceed with a first discussion of the Conclusions which it had selected to complete the draft Convention with a proposed Recommendation, the Committee limited itself to an exchange of views on the said Conclusions,

Considering that it is desirable to proceed to a second discussion with a view to taking a final decision on a Convention relating to the question mentioned above and to a single discussion with a view to taking a final decision on a Recommendation complementing the said Convention;

Decides to place on the agenda of its next general session the question of the protection and integration of indigenous and other tribal and semi-tribal populations in independent countries.

XII

Resolution concerning the Adoption of the Budget for the 39th Financial Period (1957) and for the Allocation of Expenses among States Members for 1957

In virtue of the Financial Regulations, the Conference passes for the 39th financial period ending 31 December 1957 the budget of expenditure of the International Labour Organisation amounting to 7,617,708 U.S. dollars and the budget of income amounting to 7,617,708 U.S. dollars, and resolves that the budget of income from States Members shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

XIII

Resolution concerning the Acceptance of the Interest-Free Loan Offered by the Swiss Government to Finance Completion of the International Labour Office Building in Geneva

The Conference resolves that the Director-General be authorised to accept the interest-free loan of 3,400,000 Swiss francs granted by the Swiss Confederation to the International Labour Organisation to provide the balance of funds necessary for financing the extension to the International Labour Office building in Geneva, and be requested to express cordial and grateful appreciation and thanks to the Swiss authorities.

XIV

Resolution concerning the Contributions Payable to the I.L.O. Staff Pensions Fund in 1957

The International Labour Conference—

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1957 under article 7, paragraph (a), of the Staff

1 Adopted on 25 June 1956 by 185 votes to 44, with 3 abstentions.
2 Adopted on 23 June 1956.
Pensions Regulations shall be 14 per cent. of the pensionable emoluments of the members of the Fund;

Decides that, for the year 1957, the officials mentioned in article 4, paragraph (a) (i), of the I.L.O. Staff Pensions Regulations shall continue to pay an additional 1 per cent. of their pensionable emoluments (making a total of \(7\frac{1}{2}\) per cent.), and those mentioned in article 4, paragraph (a) (ii), an additional \(\frac{3}{4}\) per cent. (making a total of \(5\frac{1}{2}\) per cent.) if their pensionable emoluments exceed the equivalent of Swiss francs 6,500 per annum, and an additional \(\frac{1}{4}\) per cent. (making a total of \(5\frac{1}{4}\) per cent.) if these emoluments are the equivalent of Swiss francs 6,500 or less;

Resolves that, in continuation of the arrangement approved in previous years, the whole budgetary vote for 1957 in respect of the contributions of the Organisation to the I.L.O. Staff Pensions Fund should be paid to the Fund.

**XV**

Resolution concerning Appointments to the I.L.O. Administrative Tribunal \(^1\)

The Conference, in accordance with article III of the Statute of the Administrative Tribunal,

Confirms for a period of three years the terms of office of Mr. Albert Devèze (Belgian), of Jonkheer van Rijckevorsel (Netherlands), and of Mr. Georges Scelle (French), as judges of the Administrative Tribunal, and of Mr. Iasson Stavropoulos (Greek), as a deputy judge of the Administrative Tribunal.

**XVI**

Resolution concerning Appointments to the Administrative Board of the I.L.O. Staff Pensions Fund and the I.L.O. Staff Pension Committee (United Nations Joint Staff Pension Fund) \(^2\)

The International Labour Conference, in accordance with article 3 of the Regulations of the I.L.O. Staff Pensions Fund and with article 20 of the Regulations of the United Nations Joint Staff Pension Fund,

Confirms for a further period of three years the terms of office of Professor William E. Rappard (Swiss), Miss G. J. Sternberg (Netherlands) and Professor H. S. Kirkaldy (United Kingdom) as members of the Administrative Board of the I.L.O. Staff Pensions Fund \(^2\), and of the I.L.O. Staff Pension Committee (United Nations Joint Staff Pension Fund) \(^3\), and of Mr. Charles R. McCord (Canadian) and Mr. P. Juhl-Christensen (Danish) as substitute members of these bodies.

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\(^1\) Adopted on 23 June 1956.

\(^2\) As from 9 October 1956.

\(^3\) As from 11 July 1956.