Resolutions
Adopted by the
International Labour Conference
at Its 45th Session

(Geneva, 1961)
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ERRATUM

On page 26, item XX, Resolution concerning the Legal Protection of the Name of the Organisation, the penultimate line should read as follows:
“and all abbreviations of the name through the use of its initial letters as well as...”.
Resolutions Adopted
by the International Labour Conference
at Its 45th Session

(Geneva 1961)

I

Resolution Calling for the Withdrawal of the Republic of South Africa from Membership of the International Labour Organisation, on the Grounds of the “Apartheid” (Racial Discrimination) Policy Practised by the Government of the Republic

Whereas the International Labour Organisation, dedicated to the pursuit of lasting peace based on social justice, has stressed the need for freedom of expression and of association, and the right of all human beings irrespective of race, creed or sex to pursue both their material well-being and their spiritual development in conditions of economic security and equal opportunity, as fundamental to the attainment of the aims and purposes of the Organisation,

Whereas the Organisation has adopted a series of Conventions and Recommendations calculated to implement these aims and purposes, especially as regards the promotion of freedom of association, the abolition of forced labour, the elimination of discrimination, the free choice of employment, and just and favourable conditions of employment,

Whereas the Government of the Republic of South Africa, in spite of its long association with the International Labour Organisation, accepts and practises the policy of apartheid, which said policy subjects indigenous African citizens to racial discrimination to their economic and social disadvantage, in contravention of the principles, aims and purposes of the International Labour Organisation;

Now, therefore, this General Conference of the International Labour Organisation, meeting in its Forty-fifth Session in Geneva, this twenty-ninth day of June in the year nineteen hundred and sixty-one, hereby—

1. Condemns the racial policies of the Government of the Republic of South Africa.

2. Expresses the utmost sympathy with those people of South Africa whose fundamental rights are suppressed by the apartheid policy of the Republic of South Africa.

1 Adopted on 29 June 1961 by 163 votes to 0, with 89 abstentions.
Government of the Republic of South Africa as well as those courageous people who irrespective of race and colour are opposing apartheid.

3. Declares that the continued membership of the Republic of South Africa in the International Labour Organisation is not consistent with the aims and purposes of the Organisation.

4. Resolves that the Governing Body of the International Labour Office is requested to advise the Republic of South Africa to withdraw from membership of the Organisation until such time as the Government of the said Republic abandons apartheid which is against the declared principles embodied in the Constitution of the International Labour Organisation, and further requests the Governing Body to ensure speedy implementation of this resolution.

II

Resolution concerning Freedom from Hunger

The General Conference of the International Labour Organisation,

Conscious of the direct and basic importance of the problem of hunger in relation to the lives and welfare of millions of people,

Recognising too that hunger stems from poverty and that, as stated in the Declaration of Philadelphia, poverty anywhere constitutes a danger to prosperity everywhere,

Appreciating therefore that freedom from hunger must be sought in the wider context of freedom from want,

Reaffirming the fundamental principle set forth in the Declaration of Philadelphia that the war against want requires to be carried on with unrelenting vigour within each nation and by continuous and concerted international effort,

Recognising the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve the provision of adequate nutrition for all,

Recognising further that the ultimate solution of the problem of hunger calls for an effective acceleration of economic development enabling the underdeveloped countries to expand their output of food products and to buy a greater quantity of food through the normal channels of international trade,

Conscious also of the special contribution that employers’ and workers’ organisations as well as governments have to make in efforts to free the peoples of the world from hunger;

1. Welcomes the Freedom from Hunger Campaign which has been launched by the Food and Agriculture Organisation in co-operation with the United Nations and the Specialised Agencies;

2. Draws the special attention of employers’ and workers’ organisations to the importance of this Campaign which has been endorsed by the General

*Adopted unanimously on 29 June 1961.*
Assembly of the United Nations and urges them to co-operate in its vigorous prosecution by every means in their power;

3. Affirms the urgency of the International Labour Organisation intensifying its efforts, in the economic and social fields which fall within its competence, to promote programmes and activities which have a direct and immediate bearing on the ability of nations and peoples to free themselves from hunger and the causes of it and to raise their standards of health, nutrition and welfare; and doing whatever else lies within its power, in co-operation with the representatives of those concerned and in particular with the employers' and workers' organisations where such exist, to attack the problem of hunger, including such measures of agrarian reform as may be necessary and appropriate;

4. Emphasises in this connection the continuing importance of pursuing policies aimed at speeding economic development and determining its social objectives in co-operation with the employers' and workers' organisations where such exist, such objectives to include in particular the raising of standards of living and income in the developing countries, achieving full employment and abolishing underemployment, raising productivity and living standards in rural and urban areas and promoting security of livelihood and income;

5. Stresses the close relationship between nutrition and ability to contribute fully to national development in the widest sense, and expresses the hope that the International Labour Organisation, in close co-operation with the Food and Agriculture Organisation and the World Health Organisation, will pursue its studies in the broad context of examining the economic and social causes giving rise to hunger and the ways of eliminating such causes within its sphere of competence;

6. Draws the attention of governments to the need to formulate, apply and pursue in consultation with representatives of employers' and workers' organisations where they exist, economic and social policies which will progressively improve standards of life, to eliminate the causes of hunger, which is a source of social evil and distress and a source of world tensions and unrest;

7. Urges the governments and peoples of member States to co-operate vigorously in broad international, national and local programmes of economic and social action directed towards achieving freedom from hunger and in continuous and concerted international efforts directed towards this same end.

III

Resolution concerning Holidays with Pay

The General Conference of the International Labour Organisation,

Mindful of the positive effects on national economies and levels of living of improvements in technology and increases in productivity, but considering that such progress may entail harmful consequences for the health of some

1 Adopted on 29 June 1961 by 164 votes to 0, with 28 abstentions.
workers as a result of the increased pace and rhythm of work and the consequent greater risk of nervous and physical disorders and diseases due to mental and physical fatigue,

Emphasising the L.L.O.'s obligations in the field of social security to contribute to an improvement of the material and cultural conditions of the workers,

Noting that special attention must be directed to the effect on the health of young people of their transition into industrial life,

Aware that the Governing Body has under consideration a number of measures which would lead to the implementation of the resolution concerning measures to protect the living and working conditions of young workers adopted by the International Labour Conference at its 44th Session (1960),

Recognising in particular the importance for the workers of annual holidays with pay of proper duration for the purposes of rest, recreation and cultural development,

Considering that the Annual Holidays with Pay Convention, 1936, no longer meets present requirements,

Noting that the Holidays with Pay Recommendation, 1954, provides for an annual holiday with pay of not less than two working weeks for 12 months of service and a longer period of annual holiday with pay for young workers under 18 years of age;

Invites the Governing Body of the International Labour Office to consider the desirability of placing the question of revision of the Annual Holidays with Pay Convention, 1936, as an item on the agenda of an early session of the Conference, with a view, inter alia, to bringing the provisions of the Convention at least into conformity with those of the Holidays with Pay Recommendation, 1954, taking into account the need for longer periods of holidays with pay, for reasons of protecting the health of workers, and as a result of improvements in technology and increases of productivity.

IV

Resolution concerning the Problems of Older Workers

The General Conference of the International Labour Organisation,

Noting that the Preamble of the Constitution of the International Labour Organisation contains a reference to provisions for old age as an objective for improvement of social conditions,

Considering that older workers, both manual and non-manual, who in many countries constitute a growing proportion of the population, face special and particular employment problems in addition to their search for security on retirement,

Concerned that older workers in many countries of the world are beset both with the employment and security problems that face all working people and with additional difficulties and anxieties created by factors that may limit their choice of employment and their ability to select the timing and circumstances of their retirement,

1 Adopted unanimously on 29 June 1961.
Believing that in both industrially advanced countries and those in the process of industrialisation older workers should make their full contribution to and share in the benefits of economic growth,

Considering moreover that the introduction of new techniques and technological methods may in certain cases create special problems for older workers, including the necessity of earlier retirement from active life, and that adequate measures should be taken against the dismissal of older workers and for the employment of older workers where such dismissals occur,

Realising that vocational guidance, training or retraining, placement and relocation programmes tailored to the needs of older workers will be needed so that they can qualify for types of employment most suitable to their qualifications in order to obtain adequate housing, medical care, and the opportunity to prepare for retirement with sufficient retirement income,

Considering the special problems involved in providing a substitute income on retirement in many developing countries where no adequate social security scheme yet exists and where older workers are not covered by any retirement plan;

1. Urges member States and employer and worker organisations in developing their economic and social programmes to give special attention to the particular needs of older manual and non-manual workers, both while they are still employed and in retirement, and to the contributions older workers can make to economic and social development;

2. Urges member States—
   (a) to improve their national social security systems so as to meet the particular needs of older manual and non-manual workers, both during their working lives and in retirement, so as to provide them with a decent standard of life;
   (b) to promote in developing countries the adoption of retirement plans for aged workers and, where appropriate, to develop such plans further where they already exist;

3. Invites the Governing Body of the International Labour Office to request the Director-General to continue to give close attention to the problems of older manual and non-manual workers both while they are still employed and during retirement, to undertake any necessary studies on these matters, and to co-ordinate as closely as possible the activities of the International Labour Office with respect to the problems of older workers with the efforts of the various intergovernmental organisations concerned;

4. Requests the Governing Body to consider the desirability of the International Labour Conference being given an early opportunity to examine the problems of older manual and non-manual workers in a comprehensive way and the efforts being made by the International Labour Organisation, other international organisations and member States to deal with these problems, including the possibility of adopting new international instruments or revising existing ones for the purpose of improving the welfare of older workers;

5. Requests the Governing Body to take other appropriate action for the development of the I.L.O.'s programme of work in this field, including consideration of the possibility of bringing, where appropriate, selected
aspects before future sessions of the General Conference, regional conferences, Industrial and analogous Committees and other organs of the I.L.O. and of taking such other action as may be desirable with regard to problems of employment, re-employment and retirement of older workers in all types of occupations.

V

Resolution concerning the Development of the Regional Activities of the International Labour Organisation

The General Conference of the International Labour Organisation, Considering that the Constitution of the I.L.O.—

(a) affirms that "the principles set forth [in the Declaration of Philadelphia] are fully applicable to all peoples everywhere" and that "the manner of their application must be determined with due regard to the stage of social and economic development reached by each people",

(b) provides that "the I.L.O. may convene such regional conferences and establish such regional agencies as may be desirable to promote the aims and purposes of the Organisation",

Considering the resolution concerning the development of the activities of the International Labour Organisation in respect of the problems of the underdeveloped countries, adopted on 24 June 1959 by the International Labour Conference, which "proposes to the Governing Body of the International Labour Office that it continue to stress its regional activities",

Considering the resolution concerning the work of the International Labour Organisation in Africa, which deals with the regional activities of the I.L.O. and the preparation, ratification and application of international labour Conventions and Recommendations, adopted by the First African Regional Conference of the I.L.O. (Lagos, December 1960), which requests the Governing Body in particular—

to examine the most appropriate means by which I.L.O. regional conferences might highlight the special needs and problems of the regions concerned so that the Governing Body might either decide on the need for the revision of any existing Convention or Recommendation, envisage the preparation of any regional instrument which might be desirable or propose other ways of ensuring that those special needs and problems are given due weight;

to examine the means by which similar adaptation might be effected in respect of conclusions reached by other organs of the I.L.O. dealing with industrial and agricultural problems, and also enable more account to be taken by the Industrial Committees and ad hoc meetings of the I.L.O. of the special problems of the various regions;

1 Adopted unanimously on 29 June 1961.
Considering that the development of the I.L.O.'s regional activities in recent years has been substantial and therefore warrants careful examination by the General Conference of the I.L.O. in order that the latter may be able to take such decisions as may be appropriate to harmonise these regional activities and ensure their full effectiveness;

Invites the Governing Body of the International Labour Office to submit to an early session of the International Labour Conference a comprehensive survey of the problems arising out of the I.L.O.'s regional activities.

VI

Resolution concerning Freedom of Association and the Protection of the Right to Organise, Including the Protection of Representatives of Trade Unions at All Levels

The General Conference of the International Labour Organisation,

Recognising that the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949, represent an advance in international labour standards in the field of trade union rights,

Considering that for the workers' and trade union organisations freedom of association entails the free and effective exercise of their functions by the representatives freely chosen by the workers through the trade union organisations, at every level, including the level of the workplace,

Emphasising that remuneration, hours of work, occupational health and safety, and other conditions of employment may fall within the scope of the activities of such representatives at all levels, including the level of the workplace,

Noting that in some countries restrictions are placed on the right of workers to establish and maintain organisations of their own choosing and that in other countries the representatives freely chosen by the workers through their trade union organisations are prevented from freely exercising their functions and are on occasion the subject of special measures by employers, governments, or both, against their rights as workers' representatives,

Concerned, in particular, that the Committee of Experts on the Application of Conventions and Recommendations has repeatedly directed the attention of the International Labour Conference to the fact that in some countries, including countries which have ratified the aforementioned Conventions, the free exercise of collective bargaining on behalf of the workers by representatives freely chosen by them is restricted by legislation and constitutional provisions which—

(a) require governmental approval of the establishment of trade union organisations without which such organisations cannot legally exist;

1 Adopted on 29 June 1961 by 147 votes to 35, with 10 abstentions.
(b) place restrictions on the right of trade unions to draw up their constitutions in freedom, to organise their administration and activities and to formulate their programmes; and

(c) prohibit workers from establishing trade unions independent of the ruling political party,

Concerned also that in some countries some employers, sometimes backed by governmental authority, have taken drastic measures to prevent organisation by their employees in trade unions or have refused to engage in collective bargaining with the trade union representatives of such employees on their remuneration and other conditions of employment,

Recalling that the Freedom of Association and Protection of the Right to Organise Convention, 1948, gives workers the right to establish and join organisations of their own choosing and to conduct the affairs of such organisations without any restrictions by public authorities; and the Right to Organise and Collective Bargaining Convention, 1949, assures workers' organisations against acts of interference by employers or their organisations and calls for measures to encourage and promote full development and utilisation of machinery for voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements;

Towards the objective of advancing the rights of the workers freely to undertake action in defence of their social, occupational and economic interests,

1. Invites member States which have not already done so to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949, and to place fully into effect the provisions of those Conventions;

2. Urges member States which have ratified the aforementioned Conventions but continue to have legal provisions or practices, or both, inconsistent with the requirements of such Conventions, to take immediate steps to eliminate such provisions and practices;

3. Invites the Governing Body of the International Labour Office—

(a) to take all appropriate steps, particularly through the Application of Conventions and Recommendations machinery, to ensure the full application by ratifying States Members of the principles laid down in the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949; and

(b) to request the Director-General to prepare for the Governing Body a comprehensive report on all aspects of the rights of trade union representatives at all levels, including the level of the workplace, in order to permit the Governing Body to consider the possibility of including this question in the agenda of an early session of the International Labour Conference.
VII

Resolution concerning the Admission of Kuwait to Membership of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having been seised of an application from the Government of Kuwait for admission to membership in the International Labour Organisation;

Decides to admit Kuwait to membership in the International Labour Organisation with the same rights and obligations as the other Members of the Organisation;

Authorises the Governing Body to make the necessary arrangements with the Government of Kuwait with regard to its financial contributions;

Notes that the Government of Kuwait 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 Kuwait to membership in the International Labour Organisation will take effect on the adoption of this resolution by the Conference.

VIII

Resolution concerning the Admission of Sierra Leone to Membership of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having been seised of an application from the Government of Sierra Leone for admission to membership of the International Labour Organisation;

Decides to admit Sierra Leone to membership of 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 Government of Sierra Leone recognises that Sierra Leone remains bound by the obligations of the international labour Conventions the provisions of which had formerly been declared applicable by the United Kingdom to the territory of Sierra Leone.

The Conference also takes note of the fact that the Government of Sierra Leone undertakes to ratify immediately a number of other Conventions, some of which had hitherto been applied with modifications, and that it also undertakes to continue to apply the non-metropolitan Conventions which the United Kingdom had applied hitherto until it has been able to ratify the corresponding "metropolitan" Conventions.

1 Adopted on 13 June 1961 by 295 votes to 0, with no abstentions.
2 Adopted on 13 June 1961 by 308 votes to 0, with no abstentions.
The Conference authorises the Governing Body of the International Labour Office to make the necessary arrangements with the Government of Sierra Leone with regard to its financial contributions.

The Conference takes note of the fact that the Government of Sierra Leone 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 Sierra Leone to membership of the International Labour Organisation will take effect on the adoption of this resolution by the Conference.

IX

Resolution concerning the Admission of the Islamic Republic of Mauritania to Membership of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having been seised of an application from the Government of the Islamic Republic of Mauritania for admission to membership of the International Labour Organisation;

Decides to admit the Islamic Republic of Mauritania 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 Government of the Islamic Republic of Mauritania recognises that the Islamic Republic of Mauritania remains bound by the obligations of the international labour Conventions the provisions of which had formerly been declared applicable by France to the territories of French West Africa.

The Conference also takes note of the fact that the Government of the Islamic Republic of Mauritania undertakes to continue to apply all the other Conventions formerly ratified by France and whose provisions are fully applied in Mauritania, and to consider as soon as possible the formal ratification of those Conventions or the corresponding Conventions, and that it also undertakes to continue to apply the provisions of the Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84), until it has been able to ratify the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the provisions of the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85), until it has been able to ratify the Labour Inspection Convention, 1947 (No. 81).

The Conference authorises the Governing Body of the International Labour Office to make the necessary arrangements with the Government of the Islamic Republic of Mauritania with regard to its financial contributions.

The Conference takes note of the fact that the Government of the Islamic Republic of Mauritania 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

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1 Adopted on 20 June 1961 by 236 votes to 25, with 72 abstentions.
and that, accordingly, the admission of the Islamic Republic of Mauritania to membership of the International Labour Organisation will take effect on the adoption of this resolution by the Conference.

X

Resolution concerning International Action in the Field of Workers’ Housing

The General Conference of the International Labour Organisation,

Recognising the importance of the speedy and continuous application of the Workers’ Housing Recommendation, 1961, for the raising of workers’ standards of living and their productivity,

Recognising the urgency of the problem of workers’ housing throughout the world, especially in the developing countries, as revealed in the discussions of the International Labour Conference in 1960 and 1961,

Having noted resolution 1508 (XV) concerning low-cost housing and related community facilities adopted on 12 December 1960 by the General Assembly of the United Nations,

Recognising the responsibility of governments to ensure the adequate financing and provision of workers’ housing,

Considering that, by reason of their limited resources and technical means, the developing countries and those which have recently acquired independence are experiencing difficulties in facing simultaneously the need to invest in economic development and the urgent need to invest in the field of workers’ housing,

Recognising the need to utilise more effectively the countries’ own resources and locally available materials and funds in order to solve the problem of workers’ housing:

1. Appeals to governments of economically developed countries and to international organisations to consider the possibility of providing, within the framework of general aid, technical and financial assistance, including loans at moderate rates of interest, to developing countries for urgent programmes of workers’ housing to be carried out in accordance with the provisions of the Recommendation concerning Workers’ Housing.

2. Recommends that in cases where large-scale new industrial undertakings are located at a long distance from normal centres of population, the cost of providing adequate housing for the workers to be employed in such undertakings should be considered as an integral part of the cost of establishing such undertakings. Due account should be taken of such considerations in the award of international development loans.

3. Requests the Governing Body of the International Labour Office to find ways and means for enabling the International Labour Organisation—

(a) to increase, in collaboration with the organisations concerned, both international and national, practical assistance in particular to

1 Adopted unanimously on 26 June 1961.
developing countries in solving their housing problems with respect to those fields in which the International Labour Organisation has a special competence under the United Nations Long-Range Programme of Concerted Action in the Field of Housing and Related Community Facilities which was approved by the Economic and Social Council at its 28th Session in 1960 and, in particular, vocational training of building workers, productivity in the building industry and co-operative housing, and advising governments in formulating their policies relating to workers' housing;

(b) to collaborate on a continuing basis in providing, as may be required, technical assistance to the Regional Housing Centres which have been and will be sponsored and assisted by the United Nations and the specialised agencies concerned.

4. Invites the Governing Body of the International Labour Office to consider, in consultation with other international organisations concerned, the advisability of creating a permanent special body, such as a Committee, within the United Nations Organisation—

(a) to ensure continuing consideration of the problems and programmes in the fields of housing and urban development; and

(b) to act, inter alia, as a forum or centre for the exchange of information concerning experiences gained and the assistance offered in these fields by governments, the United Nations and other international organisations.

5. Invites the Governing Body of the International Labour Office—

(a) to request the governments concerned to inform the Director-General of assistance received or granted in pursuance of paragraph 1 of this resolution; and

(b) to request the Director-General to continue to follow developments and report progress in the field of workers' housing.

**XI**

**Resolution concerning Hours of Work in Agriculture**

The General Conference of the International Labour Organisation, Considering that the Reduction of Hours of Work Recommendation, 1961, does not cover workers in agriculture, Considering also that special provisions should be made for such workers;

Requests the Governing Body to consider, in the light of the conclusions of the Permanent Agricultural Committee and of the relevant conclusions of the 45th Session of the International Labour Conference, placing on the agenda of a forthcoming session of the International Labour Conference

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1 Adopted on 27 June 1961 by 182 votes to 14, with 20 abstentions.
2 The proposed Recommendation concerning the reduction of hours of work drawn up by the Conference at its 44th and 45th Sessions was adopted on 27 June 1961 by a show of hands, but the Recommendation itself, when put to a final record vote on 29 June 1961, failed of adoption for lack of a quorum.
the item of regulation of hours of work in agriculture, with a view to
establishing appropriate international standards.

XII

Resolution concerning Hours of Work in Maritime Fishing ¹

The General Conference of the International Labour Organisation,
Considering that the Reduction of Hours of Work Recommendation,
1961 ², does not cover workers in maritime fishing,
Considering also that special provisions should be made for such
workers;
Requests the Governing Body to consider, in the light of the relevant
conclusions of the 45th Session of the International Labour Conference,
placing on the agenda of a forthcoming session of the International Labour
Conference the item of regulation of hours of work in maritime fishing,
with a view to establishing appropriate international standards.

XIII

Resolution concerning Hours of Work in Maritime Transport ³

The General Conference of the International Labour Organisation,
Considering that the Reduction of Hours of Work Recommendation,
1961 ², does not cover workers in maritime transport,
Considering also that special provisions should be made for them;
Requests the Governing Body to invite the Joint Maritime Commission
to consider at an early session the regulation of hours of work in maritime
transport in the light of the relevant conclusions of the 45th Session of the
International Labour Conference.

XIV

Resolution concerning Publication of Information on Hours of Work ⁴

The General Conference of the International Labour Organisation,
meeting in its 45th Session at Geneva—
Expresses satisfaction that the Tenth International Conference of
Labour Statisticians will consider the question of statistics of hours of
work;

¹ Adopted on 27 June 1961 by 175 votes to 16, with 21 abstentions.
² The proposed Recommendation concerning the reduction of hours of work
drawn up by the Conference at its 44th and 45th Sessions was adopted on 27 June
1961 by a show of hands, but the Recommendation itself, when put to a final record
vote on 29 June 1961, failed of adoption for lack of a quorum.
³ Adopted on 27 June 1961 by 176 votes to 16, with 22 abstentions.
⁴ Adopted on 27 June 1961 by 193 votes to 2, with 12 abstentions.
Expresses the hope that improved methods and standards will be forthcoming for securing statistics on hours of work on a comparable basis as among the member countries;

Requests the Governing Body to give high priority to the Reduction of Hours of Work Recommendation, 1961, in seeking reports from member countries under article 19 (6) (d) of the Constitution, so that more adequate information may become available at regular intervals and on a comparable basis with respect to normal or standard hours, actual hours worked including overtime, methods of payment for overtime, and legislative, arbitration award and collective agreement provisions respecting maximum hours, overtime payment and related matters; and

Requests the Governing Body to encourage the Office to publish the resulting information on hours of work regularly in press releases and periodicals.

XV

Resolution concerning the Social Security (Minimum Standards) Convention, 1952

The General Conference of the International Labour Organisation,

Considering that it is important to ensure equal treatment of nationals and non-nationals in respect of social security,

Considering that this objective can only be achieved if and when all workers are covered by adequate social security provisions,

Considering that, as the Committee of Experts on the Application of Conventions and Recommendations noted in March 1961, social security corresponds to a need which all comprehensive social policy should take into account, and is necessary to the harmonious development of the economy and to the equilibrium of society as a whole,

Considering that the Social Security (Minimum Standards) Convention, 1952, is drafted in a flexible manner permitting its adaptation to the conditions existing in the various countries and in particular that its Article 3 provides exceptions for the countries whose economy is insufficiently developed;

Requests the States Members of the International Labour Organisation to consider urgently the ratification and application of the Social Security (Minimum Standards) Convention, 1952.

XVI

Resolution concerning Employment Policy

The General Conference of the International Labour Organisation,

Recalling that one of the main aims laid down in the Preamble to the Constitution of the International Labour Organisation is the prevention

1. The proposed Recommendation concerning the reduction of hours of work drawn up by the Conference at its 44th and 45th Sessions was adopted on 27 June 1961 by a show of hands, but the Recommendation itself, when put to a final record vote on 29 June 1961, failed of adoption for lack of a quorum.


3. Adopted on 28 June 1961 by 231 votes to 0, with no abstentions.
of unemployment and that a solemn obligation of the I.L.O. under the Declaration of Philadelphia is to further among nations of the world programmes which will achieve full employment and rising living standards,

Having before it the report on Employment Problems and Policies prepared by the International Labour Office, the report of a Meeting of Experts on Employment Objectives in Economic Development convened at the request of the Governing Body, and the report of the Conference Committee on Employment,

Recognising that unemployment and underemployment in many developing countries are a major cause of mass poverty and social injustice, and a source of great human suffering, and that they are of special urgency where economic development and employment opportunities are not keeping pace with the rapid growth in population,

Observing that, while full employment has been achieved and maintained in certain industrially advanced countries, there is cause for concern in the general unemployment which persists in some of them and in the regional and sectoral unemployment which persists in many of them,

Believing that increasing prosperity in the industrially advanced developing countries can promote growth and fuller employment, and that their development in turn can make for fuller and more productive employment in all economies,

Believing that it is the responsibility of governments, in consultation with employers’ and workers’ organisations, which also have important tasks to perform, and aided by other agencies, to achieve fuller and more productive employment by methods that preserve free choice of employment, and that the development and full utilisation of human resources can make a powerful contribution to economic growth and social progress;

Objectives of Employment Policy

1. Calls upon the governments of all countries—

(a) to adopt, as a major goal of social and economic policy, the objective of full, productive and freely chosen employment, this goal, which, among other things, includes higher standards of living, being understood to mean—

(i) that there should be work for all who are available for and seeking work;
(ii) that the jobs available should be as productive as possible;
(iii) that there should be freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his acquired skills and natural endowments in, a job for which he is well suited, irrespective of race, sex, creed, age, or personal origin;

(b) to recognise that the continuous process of adjustment required in the employment market in order to achieve and maintain full, productive and freely chosen employment calls for a watchful adaptation of national and international employment policy measures, guided by
assessment of the current situation and the forecasting of future developments;

(c) to recognise the importance not only of investment in the material means of production but also of investment in the full development of the potentialities of human beings, both as individuals and as partners in all forms of association required for the achievement of advanced levels of social and economic development, and to maintain an appropriate balance between them;

**General Measures to Promote Full, Productive and Freely Chosen Employment**

2. Calls upon the governments of all countries—

(a) to promote the adequate growth of employment opportunities in the economy as a whole and in different sectors and regions, with due regard to the need to achieve and maintain a healthy economy;

(b) to promote conditions and a climate in which the goal of full, productive and freely chosen employment can be attained by seeking to maintain an appropriate balance between, on the one hand, improvements in current living standards needed to meet the demands of social justice and to provide adequate incentives to effort and, on the other hand, increased investment to provide higher levels of living and more employment in the future, investment being understood to include investment in the development of the potentialities of human beings by such means as—

(i) educational facilities and facilities for vocational information, guidance and training planned and developed in the light of a careful assessment of current and prospective requirements for different skills and specialised abilities needed in the various occupations and sectors of the economy and based on the principle that, because of scientific and technical progress and the need for keeping up to date the existing skills and knowledge of the population, education and training are of necessity a life-long process for each individual;

(ii) housing, protection of health, wages, hours and conditions of work and other conditions and incentives that will enable and encourage people to increase their productive capacities and to make their efforts more effective in their work and in their communal life;

(c) to give a high priority to measures, particularly training and retraining facilities, to overcome labour shortages, especially of skilled technical and professional manpower, to expand opportunities for the employment of less skilled labour, and to promote national mobility of labour;

(d) to co-ordinate economic and social policies, such as are set forth below, with employment policy measures:

(i) appropriate measures to promote freer movement of goods, capital and labour between countries, having regard to the need to sustain a healthy economy in all countries;

(ii) measures to permit stability of price levels;
(iii) efforts to avoid undue fluctuations in the prices of primary commodities; to promote the diversification of national economies with due regard to differences in national resources and endowments; and to improve international monetary arrangements and credit facilities; all with a view to mitigating the impact on levels of employment of adverse movements in the terms of trade or the balance of payments;

(iv) appropriate institutional and structural reforms designed to provide incentives for the fuller employment of manpower and an increase in its productivity;

(v) fiscal, monetary and other policies designed to increase the volume of national resources which can be devoted to investment, and to distribute the burden of this effort borne by the different groups in the population in relation to their capacity to bear it;

(e) to promote employment opportunities for groups suffering from disadvantages, such as older persons, handicapped persons and persons whose placement for other reasons needs special help;

(f) to do all in their power to establish or improve national employment services in accordance with the provisions contained in the I.L.O. Convention (No. 88) and Recommendation (No. 83) concerning the organisation of employment services, giving special attention to the training of officials to staff national employment services and making use for this purpose of facilities already available, or of new facilities that may be created, through international technical co-operation, bilateral or multilateral;

(g) to formulate employment policy in consultation and collaboration at the national, and where appropriate at the industrial and local levels, with employers' and workers' organisations, in the spirit of the Recommendation (No. 113) concerning consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels;

**I.L.O. Action**

3. (1) Calls upon the I.L.O. to take continuing action in the field of employment policy, attuned to the requirements and conditions of the different countries, commensurate with its obligations under the Declaration of Philadelphia;

(2) Requests the Governing Body—

(a) to give high priority to the placing on the agenda of an early session of the International Labour Conference, not later than 1963, of an item concerning employment policy, with a view to the adoption of an appropriate instrument which will promote the employment objectives defined in this resolution along the lines suggested in the resolution and the conclusions of the Committee on Employment;

(b) to invite the Director-General to prepare for its consideration a programme of I.L.O. action in the field of employment, including research and practical operations with special reference to the needs and problems of developing countries, and to provide, within the frame-
work of the activities of the Organisation as a whole, such resources as may be required to carry out a programme of adequate proportions; in the formulation of this programme particular attention should be given to the importance of action by the International Labour Office to—

(i) collect and disseminate information regarding experiences and experiments in different countries in making fuller use of manpower resources;

(ii) investigate and report on work that has been undertaken regarding technologies adapted to the needs of economies with large availabilities of unskilled manpower, and promote and undertake, as appropriate in co-operation with other agencies such as the United Nations and the Food and Agriculture Organisation, additional practical studies in this field;

(iii) undertake studies of the instruments of policy used in different countries for influencing, with a view to ensuring continuing full, productive and freely chosen employment, the demand for and supply of labour in national employment markets as a whole and in particular regions, industries and occupations; such studies might, *inter alia*, serve as a basis for proposals for consideration of this topic at a later session of the Conference, with a view to appropriate action;

(iv) be ready to advise governments seeking such advice on the inclusion of employment objectives among the ends of economic development programming, and on practical methods of achieving such objectives, including policies for the development of viable small-scale industries and for the application of efficient production techniques enabling capital to be saved by greater utilisation of labour;

(v) study the possibility of establishing a centre for the training of employment service staff and examine in this connection the possibility of providing on request technical co-operation in the development of the national employment service of a selected country or countries along model lines, to which officers from the employment services of countries associated with the project could be seconded for periods of service training;

(vi) study, in co-operation with national and other international agencies, the economic value of, and the contribution to economic growth that can be made by investments in the improvement of human resources through education, health services and in other ways, as compared with investments in the material means of production, with a view to permitting evaluations to be made of the comparative returns on the different forms of investment;

(vii) seek all appropriate opportunities for enlisting the co-operation of other international agencies, such as the United Nations, the General Agreement on Tariffs and Trade, and the Food and Agriculture Organisation, which can contribute to the attainment of the employment objectives defined in this resolution;
Other International Action

4. (1) Draws attention to the contribution that may be made to the attainment of employment objectives by the following international measures:

(a) action to avoid undue price fluctuations in primary commodity markets;

(b) promotion and encouragement of international investment, including private investment, under conditions and a code of practices which protect the interests and independence of investors, borrowers and labour, and of their countries;

(c) international grants-in-aid and low-interest loans to assist in building up the economic and social infrastructure in developing countries;

(d) international commercial policy and special international investment funds or social funds designed to ease the voluntary transfer of workers under satisfactory social conditions from one industry or sector to another as required by shifts in the currents of international trade (including those arising from economic integration schemes) and by technological change. The funds would include among their objects the financing of retraining schemes and other expenses involved in the transfer of workers from one occupation or locality to another;

(e) arrangements for the international exchange of information regarding investment forecasts and intentions, particularly in view of the substantial increase in industrial capacity that is expected to be installed in the years ahead;

(2) Requests the Director-General to present this resolution, and an account of the main points and conclusions emerging from the debate in the Committee, to the United Nations and the specialised agencies and other intergovernmental organisations directly concerned with questions of employment policy or allied questions of economic and social policy, and, in so doing, to emphasise the importance attached by the Conference, from the point of view of employment objectives, to international measures of the kinds indicated above, and to urge action by these Organisations to give effect to the relevant points in this resolution and these conclusions.

XVII

Resolution on Economic and Technical Assistance for the Promotion of Economic Expansion and Social Progress in Developing Countries

The General Conference of the International Labour Organisation,

Having in mind the importance and urgency of eliminating the poverty and hunger prevailing among the majority of the population of the world,

Considering that the maintenance of world peace and security is a basic prerequisite for economic growth and social progress and that the acceleration of economic and social development in the developing countries in

1 Adopted unanimously on 28 June 1961.
itself would promote the maintenance of peace and security and the furthering of better understanding among nations,

Recognising the desirability of facilitating the achievement of political independence in accordance with the terms of the United Nations Charter and the urgent necessity of taking measures to strengthen and consolidate the economic independence of new and emerging States,

Believing that, while the developing countries continue to have primary responsibility for their economic and social development, this development should be accelerated and strengthened by an increasing volume of economic and technical assistance from more advanced countries,

Bearing in mind in this connection the desirability for the developed countries to make every effort to encourage an increase in the flow of capital and loans at a low interest rate and on a long-term basis into developing countries,

Drawing attention to Resolution 1516 (XV) adopted by the General Assembly of the United Nations on 15 December 1960 concerning the economic and social consequences of disarmament, and recalling the resolution concerning the international flow of capital for the economic development of underdeveloped countries adopted by the International Labour Conference at its 37th Session in 1954, paragraph 5 of which urges governments to support an internationally supervised programme of world-wide disarmament in the hope that its adoption will make more funds available for financing the economic and social development of underdeveloped countries,

Bearing in mind the need for adopting effective measures to promote fair and stable prices of raw materials produced by countries in process of development, for facilitating the access of these raw materials to world markets, and for favourable terms of trade accorded by the advanced countries, particularly in respect of goods required for the economic development of the developing countries,

Considering that the industrialisation of developing countries is an important factor in strengthening their economic and social development and in maintaining their independence,

Aware of the pressing need of the developing countries for technical co-operation and, in particular, of the urgent necessity for the training of national personnel in these countries, especially in the newly independent countries of Africa,

Taking into account the contribution which the International Labour Organisation may be able to make in this field,

Reaffirming that the rapid economic and social development of the developing countries is a prerequisite for an improvement in the social conditions of the workers and, in particular, for increased employment opportunities in these countries and in the world economy in general,

Recalling Resolution 1515 (XV) of the General Assembly of the United Nations which invited concerted action to accelerate the economic and social development of the developing countries and the resolution concerning the role of the International Labour Organisation in connection with measures for an expansion of economic aid to developing countries, adopted by the International Labour Conference at its 44th Session,
Taking account of the reports on Employment Problems and Policies and on The Role of the I.L.O. in the Promotion of Economic Expansion and Social Progress in Developing Countries,

1. Invites the governments of member States to consider increasing economic and technical assistance to the developing countries and draws their attention to United Nations Resolution 1522 (XV), in which the General Assembly, in paragraph 1, "Expresses the hope that the flow of international assistance and capital should be increased substantially so as to reach approximately 1 per cent. of the combined national incomes of the economically advanced countries";

2. Reaffirms that economic and technical assistance to developing countries should be given with full respect for national sovereignty and independence, should be extended within the economic and social development plans of recipient countries in accordance with the requests of their governments, and should be given where necessary and to the extent possible on a long-term basis and preferably through the international organisations;

3. Emphasises the necessity of further increasing the operational activities of the I.L.O. and their effectiveness;

4. Recommends that priority in programmes of technical co-operation should be given, in accordance with the requests of the governments of the receiving countries, to the training, in all fields of I.L.O. competence and at all levels, of national personnel urgently needed for the promotion of economic and social development in the developing countries, such training to be effected, through the joint efforts of the I.L.O. and of recipient countries, by such means as the organisation of seminars, study tours and specialised courses and the establishment of regional and national institutes or training centres for the training of national instructors and personnel, including counterpart staff, and in this connection recommends that particular attention should be devoted to the advancement and training of the total management and labour force;

5. Recommends in consequence that the I.L.O. should continue, in cooperation with other organisations as appropriate, to give close attention, in accordance with the requests of governments and in the fields of its recognised competence, to operational activities in respect of manpower assessment and development including management development, instructor and supervisory training and the training of skilled workers; productivity; rural development; industrial development, including small-scale and medium-sized industry; cottage industries and handicrafts; workers' education; co-operatives; labour-management relations; and social legislation and administration;

6. Suggests to the governments of member States in contributing countries to associate employers' and workers' organisations and other appropriate bodies in their technical co-operation activities and to inform the I.L.O. of training facilities available through government, employer, trade union and all other sources in their individual countries;

7. Stresses the need for governments of developing countries, acting in close consultation with employers' and workers' organisations, to—

(a) establish plans for economic and social advance including the attainment of international labour standards;
endeavour to relate requests for technical co-operation to those plans in order to ensure that the aid available under technical co-operation programmes and projects forms an integral part of the implementation of such plans;

8. Suggests the desirability in the developing countries of co-ordinating technical co-operation with the programmes of all associations, organisations and institutions which can make a contribution to economic and social development;

9. Invites the attention of governments engaged in national development planning to the facilities available from the I.L.O. to assist them, in co-operation with other organisations as appropriate, in assessing their needs and priorities in the labour and social field:

10. Invites the Governing Body to examine the following matters, to take action on them wherever appropriate, and to provide information as a basis for discussion by the Conference from time to time:

(a) the position of the International Labour Organisation in relation to the procedures for financing programmes of aid from the Expanded Programme of Technical Assistance and the Special Fund and the consistency of these procedures with the new emphasis on integrating technical co-operation with national development plans, and the development of project programming under the Expanded Programme of Technical Assistance;

(b) the present relationship of the I.L.O. with the regional offices of the United Nations and with the Resident Technical Assistance Representatives of the United Nations Technical Assistance Board, bearing in mind the desirability of strengthening the co-ordinating role of these Representatives as the channel of contact with governments concerning technical co-operation and the need, in selecting these Representatives, for ensuring in co-operation with other organisations represented on the Technical Assistance Board their technical competence and impartiality;

(c) (i) the I.L.O.'s organisation and methods for recruitment of experts, taking into account the requests of the governments of developing countries, from the greatest possible number of countries and the widest possible sources, and criteria of selection bearing in mind that the selection of experts should ensure that the various technical, linguistic and human qualities of the highest standards are obtained as necessary for successful international technical co-operation;

(ii) the organisation and methods for the training of experts at the national and international levels; and

(iii) how best to associate employers' and workers' organisations at the national level with the recruitment and training of experts;

(d) the I.L.O.'s fellowship and trainee programmes;

(e) problems of the supply and delivery of equipment in relation to technical co-operation work;

(f) the present methods of assessment and follow-up of the I.L.O.'s operational activities;
(g) ways and means of intensifying research on various aspects of technical co-operation with a view to further increasing its effectiveness;

(h) methods of presenting fuller information on technical co-operation in I.L.O. publications and in other ways;

(i) methods of co-ordinating and associating the I.L.O.'s technical co-operation activities with those of bilateral and other multilateral programmes;

11. Requests the Governing Body of the International Labour Office, in co-operation as appropriate with the United Nations and the Specialised Agencies—

(a) to take appropriate measures to ensure the effective and efficient use of the technical co-operation provided; and

(b) to follow the development of technical co-operation for further economic and social development and its contribution to the creation of additional employment opportunities and to the improvement of the social and economic position of the workers.

XVIII

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of Vocational Training

The General Conference of the International Labour Organisation,

Having adopted the report of the committee appointed to consider the seventh item on the agenda, and

Having in particular approved, with a view to the consultation of governments, proposals for a Recommendation relating to vocational training;

Decides to place on the agenda of its next ordinary session the question of vocational training for a second discussion, with a view to the adoption of a Recommendation.

XIX

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of Equality of Treatment of Nationals and Non-Nationals in Social Security

The General Conference of the International Labour Organisation,

Having adopted the report of the committee appointed to consider the eighth item on the agenda, and

Having in particular approved as general Conclusions, with a view to the consultation of governments, proposals for a Convention and a Recom-

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1 Adopted on 26 June 1961 by 211 votes to 0, with 1 abstention.
2 Adopted on 28 June 1961 by 199 votes to 0, with 7 abstentions.
mendation relating to equality of treatment of nationals and non-nationals in social security;

Decides to place on the agenda of its next ordinary session the question of equality of treatment of nationals and non-nationals in social security for a second discussion, with a view to the adoption of a Convention and a Recommendation.

XX

Resolution concerning the Legal Protection of the Name of the Organisation

The General Conference of the International Labour Organisation,

Having noted Resolution 92 (I) of the General Assembly of the United Nations concerning the protection of the emblem, seal and name of the United Nations,

Having noted further the provisions concerning the protection, in connection with trademarks, of emblems, abbreviations and titles of international intergovernmental organisations contained in the Convention for the Protection of Industrial Property, as amended at Lisbon on 31 October 1958,

Recognising the necessity of obtaining legal protection for the name of the Organisation and for its abbreviations and of thereby preventing the use for improper purposes of the goodwill extended to international organisations;

Urges that States Members of the International Labour Organisation take all measures, including where appropriate the application to the I.L.O. of the Convention for the Protection of Industrial Property, as amended in 1958, and of any legislative provisions for the protection of international organisations, which may be necessary to prevent the use, without authorisation in conformity with the law of member States and the agreement of the Director-General, of the name of the International Labour Organisation and all abbreviations of the name through the use of its letters as well as of the name of the International Labour Office and abbreviations thereof.

XXI

Resolution concerning the Adoption of the Budget for the 44th Financial Period (1962) and for the Allocation of Expenses among Member States for 1962

The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations passes for the 44th financial period, ending 31 December 1962, the net budget of expenditure of the International Labour Organisation amounting to $11,115,438 and the net

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1 Adopted unanimously on 22 June 1961.
2 Adopted on 26 June 1961 by 260 votes to 0, with 38 abstentions.
budget of income amounting to $11,115,438 and resolves that the budget of income from member States shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

**XXII**

**Resolution concerning Appointments to the Administrative Tribunal of the International Labour Organisation**

The General Conference of the International Labour Organisation, in accordance with article III of the Statute of the Administrative Tribunal,

Appoints Mr. Justice George Edwards (United States) as a deputy judge of the Administrative Tribunal of the International Labour Organisation for a period of three years, and

Extends the term of office of Mr. Siegfried Ikenberg (Federal Republic of Germany) as a deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

**XXIII**

**Resolution concerning the Contributions Payable to the I.L.O. Staff Pensions Fund in 1962**

The General Conference of the International Labour Organisation,

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1962 under article 7, paragraph (a), of the Staff Pensions Regulations shall be 14 per cent. of the pensionable emoluments of the members of the Fund;

Decides that, for the year 1962, 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 1/2 per cent.) and those mentioned in article 4, paragraph (a) (ii), an additional 1/2 per cent. (making a total of 5 1/2 per cent.) if their pensionable emoluments exceed the equivalent of Swiss francs 6,500 per annum, and an additional 1/4 per cent. (making a total of 5 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 1962 in respect of the contributions of the Organisation to the I.L.O. Staff Pensions Fund should be paid to the Fund.

**XXIV**

**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)**

The General Conference of the International Labour Organisation,

Appoints to the Administrative Board of the I.L.O. Staff Pensions Fund for the period until 8 October 1962, and to the I.L.O. Staff Pension Com-

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1 Adopted unanimously on 26 June 1961.
mittee (United Nations Joint Staff Pension Fund) for the period until 10 July 1962, as substitute members of these bodies: Mr. André Heilbronner (France), Counsellor of State, and Mr. Ernst Kaiser (Switzerland), Assistant Director of the Swiss Federal Office of Social Insurance.

XXV

Resolution concerning the Pensions Fund of the Judges of the Former Permanent Court of International Justice

The General Conference of the International Labour Organisation decides—

(a) that, with effect from 1 April 1961, the pensions payable by the Pensions Fund of the Judges of the former Permanent Court of International Justice shall be increased by 15 per cent. and that the limit on pensions payable by the Fund shall simultaneously be raised by 15 per cent. from Dutch florins 21,000 to Dutch florins 24,150;

(b) that the increase in annuities of Dutch florins 9,628 per annum shall be financed from the accumulated assets of the Pensions Fund of the Judges of the former Permanent Court of International Justice; it being understood that in the event of the accumulated assets later proving insufficient to cover the payment of all outstanding pensions the Director-General would submit proposals for consideration.

XXVI

Resolution concerning the Arrears of Contributions of Paraguay

The General Conference of the International Labour Organisation,

Decides that the arrears of contributions due from Paraguay in respect of the International Labour Organisation and other League of Nations organisations for the period prior to 1939, amounting to $140,038.44, shall be cancelled, such cancellation to become effective on the payment by Paraguay of all its arrears of contributions due in respect of the more recent periods since 5 September 1956, the date when Paraguay rejoined the Organisation.

1 Adopted unanimously on 26 June 1961.