Resolutions
Adopted by the
International Labour Conference
at Its 46th Session

(Geneva, 1962)
<table>
<thead>
<tr>
<th>No.</th>
<th>Resolution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.</td>
<td>Resolution concerning the activities of the International Labour Organisation in the field of workers’ education</td>
<td>5</td>
</tr>
<tr>
<td>II.</td>
<td>Resolution concerning the expansion of the activities of the International Labour Organisation for the advancement of social security</td>
<td>6</td>
</tr>
<tr>
<td>III.</td>
<td>Resolution concerning the activities of the International Labour Organisation to contribute to the eradication of the adverse consequences of colonialism in the fields of the conditions of work and standards of living of the workers</td>
<td>8</td>
</tr>
<tr>
<td>IV.</td>
<td>Resolution concerning the strengthening of research in the labour field</td>
<td>10</td>
</tr>
<tr>
<td>V.</td>
<td>Resolution concerning the rights and freedom of members of the Governing Body of the International Labour Office to carry out their functions</td>
<td>11</td>
</tr>
<tr>
<td>VI.</td>
<td>Resolution concerning full participation of the member States in the work of the International Labour Organisation</td>
<td>12</td>
</tr>
<tr>
<td>VII.</td>
<td>Resolution concerning small-scale industry in developing countries</td>
<td>14</td>
</tr>
<tr>
<td>VIII.</td>
<td>Resolution concerning the United Nations Development Decade</td>
<td>14</td>
</tr>
<tr>
<td>IX.</td>
<td>Resolution concerning the promotion of good industrial relations, particularly in countries in course of development, and consultation of employers’ and workers’ organisations</td>
<td>17</td>
</tr>
<tr>
<td>X.</td>
<td>Resolution concerning the implementation of the resolutions of the General Conference</td>
<td>19</td>
</tr>
<tr>
<td>XI.</td>
<td>Resolution concerning vocational training and technical education</td>
<td>19</td>
</tr>
<tr>
<td>XII.</td>
<td>Resolution concerning the ratification and application of the Social Security (Minimum Standards) Convention, 1952</td>
<td>20</td>
</tr>
<tr>
<td>XIII.</td>
<td>Resolution concerning the placing on the agenda of the next ordinary session of the Conference of the question of prohibition of the sale, hire and use of inadequately guarded machinery</td>
<td>20</td>
</tr>
<tr>
<td>XIV.</td>
<td>Resolution concerning the placing on the agenda of the next session of the Conference of the question of termination of employment at the initiative of the employer</td>
<td>21</td>
</tr>
<tr>
<td>XV.</td>
<td>Resolution concerning the adoption of the budget for the 45th financial period (1963) and the allocation of expenses among member States for 1963</td>
<td>21</td>
</tr>
<tr>
<td>XVI.</td>
<td>Resolution concerning the contributions payable to the International Labour Office Staff Pensions Fund in 1963</td>
<td>21</td>
</tr>
<tr>
<td>XVII.</td>
<td>Resolution concerning appointments to the Administrative Tribunal of the International Labour Organisation</td>
<td>22</td>
</tr>
<tr>
<td>XVIII.</td>
<td>Resolution concerning appointments to the Administrative Board of the International Labour Office Staff Pensions Fund and to the International Labour Office Staff Pension Committee (United Nations Joint Staff Pension Fund)</td>
<td>22</td>
</tr>
<tr>
<td>XIX.</td>
<td>Resolution concerning the adjustment of the contribution of the United Arab Republic in 1961 and 1962 consequent on the assessment of the contribution of the Syrian Arab Republic</td>
<td>23</td>
</tr>
</tbody>
</table>
Resolutions Adopted
by the International Labour Conference
at Its 46th Session
(Geneva, 1962)

I

Resolution concerning the Activities of the International Labour Organisation in the Field of Workers' Education

The General Conference of the International Labour Organisation,
Considering the resolution on workers' education adopted by the 40th Session of the International Labour Conference,
Considering that workers' education is essential for promoting human rights, social progress, economic freedom and development, the operation of democratic institutions and the development of free and democratic trade unions,
Realising that trade unions consider systematic and intense work in these fields as one of their foremost tasks and basically their own responsibility at all levels, including planning, content, the implementation of policies and the selection of personnel,
Considering that the International Labour Organisation has assisted trade unions in this task for a number of years,
Considering that the Workers' Education Programme of the International Labour Office has already yielded some encouraging results by such means as—
(a) the training of instructors in methods and techniques of workers' education;
(b) assistance to the research work undertaken by trade union organisations;
(c) the preparation and publication of materials to be used by trade union education and research officers;
(d) the publication of workers' education materials in various languages, including languages other than the official languages of the Organisation, in order to make such materials useful to as many workers as possible, particularly in the developing countries;
(e) the advice given in various regions with a view to the establishment and effective functioning of trade union libraries;
(f) the assistance given to trade union libraries by supplying them with publications issued by the International Labour Organisation and

1 Adopted on 27 June 1962 by 199 votes to 0, with 35 abstentions.
particularly with materials related to the activities of regional field offices of the International Labour Office;

(g) the efforts made by the Office to act as a clearing house of information on workers' education, particularly on workers' educational institutions and methods;

(h) the assistance given to trade unions in developing correspondence courses in workers' education adapted to the needs of workers in the countries where such courses might be given,

(i) advice as to the best methods of utilising audio-visual aids, especially the use of radio and films for workers' educational purposes,

Conscious of the great importance which these activities have had for the educational work of the trade unions,

Considering that with the growth of the trade union movement in many countries and especially in economically developing countries, and with the intensification of the educational work of trade unions at local, national, regional and international levels, the need for a further increase and intensification of the activities of the International Labour Organisation in this field is growing;

Invites the Governing Body—

(a) to ensure that the activities of the International Labour Office, in the field of workers' education, continue to be based on the principles of international understanding and the Constitution, Conventions and Recommendations of the Organisation, taking account of the experience of trade union organisations in all member States compatible with the fundamental principles of the International Labour Organisation and of the basic responsibility of trade unions for their educational programmes;

(b) to continue to give special attention to the provision of assistance to trade unions in developing countries in establishing suitable schemes of workers' education;

(c) to strengthen the activities of the International Labour Office in the field of workers' education and to request the Director-General to pursue actively the development of the Workers' Education Programme in all its aspects by increasing the assistance now being given to trade union organisations through the Workers' Education Programme and by all other appropriate means for reinforcing the effectiveness of trade union organisations through the education of workers.

Resolution concerning the Expansion of the Activities of the International Labour Organisation for the Advancement of Social Security

The General Conference of the International Labour Organisation,

Noting that the International Labour Organisation Committee of Social Security Experts recognised that the pre-war social security Conventions as a whole do not correspond to the evolution that has taken place in many

---

1 Adopted unanimously on 27 June 1962.
social security systems and that the pre-war social security Conventions
are not sufficiently dynamic in their approach to give guidance and
encouragement to countries which are initiating social security pro-
grammes,

Mindful of the need to further social progress and ensure that, through
the agency of social security schemes, the achievements of science and
technical progress, particularly in the field of medicine, are utilised to the
full for the benefit of the whole population,

Recognising the value of an examination of systems of providing,
administering and financing social security systems,

Guided by the experience acquired in various countries and in view of
the need to introduce, extend and improve social security systems,

Recalling the recommendations of the Committee of Social Security
Experts, endorsed by the Governing Body of the International Labour
Office, concerning the need to adapt the social security Conventions to
modern developments, having regard to the living requirements of the
workers,

Expressing satisfaction at the consideration at the present session of an
international instrument on equality of treatment in social security,

Expressing satisfaction also at the decision to place the question of
benefits in the case of industrial accidents and occupational diseases on
the agenda of the 47th Session of the International Labour Conference;

1. Welcomes the decision of the Governing Body of the International
Labour Office to request the Committee of Social Security Experts to
prepare, in its forthcoming session, proposals for the purpose of review-
ing the other existing social security Conventions in order to ensure
that the provisions of these Conventions should meet the present needs
and evolutions in the field of social security, and invites the Governing
Body to place these questions on the agenda of forthcoming sessions
of the International Labour Conference;

2. Requests member States to consider making greater use of the technical
assistance facilities in the field of social security with the aim of
gradually extending social security schemes, in all their aspects, to
the whole population, and invites the Governing Body—

(i) to ask the Director-General when examining requests for such
technical assistance from developing countries to give them his
particular attention;

(ii) to provide periodically to developing countries detailed information
covering various aspects of social security in which it is in a position
to provide assistance and the manner in which requests for assist-
ance may be made;

3. Invites the Governing Body to request the Committee of Social Security
Experts to examine, in the course of its future studies of social security
questions, different systems of providing, administering and financing
social security schemes with a view to the submission of such studies to
forthcoming sessions of the Governing Body and, if the Governing
Body so decides, to the Conference.
Resolution concerning the Activities of the International Labour Organisation to Contribute to the Eradication of the Adverse Consequences of Colonialism in the Fields of the Conditions of Work and Standards of Living of the Workers

The General Conference of the International Labour Organisation,

Mindful of the International Labour Organisation's responsibility as an international specialised agency whose function it is to strive after social justice and the abolition of any form of discrimination in the field of the conditions of work and the rights of the workers,

Recognising that the provisions of the Constitution of the International Labour Organisation and the Declaration of Philadelphia concerning the aims and purposes of the International Labour Organisation are fully applicable to all peoples everywhere,

Prompted by the declaration of the Fifteenth Session of the United Nations General Assembly on the granting of independence to colonial countries and peoples,

Firmly resolved to secure greater well-being, better conditions of work and more extensive rights for the workers throughout the world,

Expressing its profound satisfaction at the attainment of political independence by most of the African peoples during 1960—a year which will go down in history as the year of Africa,

Noting that the First African Regional Conference marked a major stage in the evolution of the International Labour Organisation towards universality, since for the first time African countries, assembled together in full enjoyment of the conditions of state sovereignty, added by their fruitful efforts a new and memorable chapter to the history of the International Labour Organisation,

Recognising at the same time that, in spite of the considerable progress made in recent years toward the end of colonial rule, there are still countries subject to foreign rule and colonial domination which continue to be subject to colonial oppression and social injustice, a fact which is an affront to the conscience of the human race,

Considering that colonialism takes many forms including the forceful domination by some nations of sovereign and independent nations whether by incorporation within national boundaries without the free consent of the peoples concerned, military occupation, economic domination or other means, thereby creating conditions detrimental to the status and rights of the workers in such countries,

Recognising likewise that the adverse consequences of colonialism in the fields of the conditions of work, standards of living, status and rights of the workers are very serious, even in countries which have severed their colonial bonds and have begun to tread the path of independent development,

Recognising that the International Labour Organisation in present circumstances should devote the greatest attention to the problem of assistance aimed at eradicating the adverse consequences of colonialism in the

1 Adopted on 28 June 1962 by 232 votes to 0, with 24 abstentions.
fields of the conditions of work, standards of living, status and rights of the workers,

Noting also that many International Labour Organisation Conventions ratified by the metropolitan countries are not applied or are applied only with reservations in the non-self-governing territories for which those countries are responsible;

1. Welcomes the Declaration adopted by the Fifteenth Session of the United Nations General Assembly on the granting of independence to colonial countries and peoples which proclaimed the necessity of bringing to a speedy and unconditional end colonialism in all its forms and manifestations;

2. Declares that the International Labour Organisation must do its utmost to further the freedom and independence of colonial peoples and to eradicate the adverse consequences of colonialism in the fields of conditions of work, standards of living, status and rights of the workers;

3. Calls upon member States which have subjected other nations to colonial status by domination and control of their economy and political affairs or by incorporation within their national boundaries without the free consent of the peoples concerned, to relinquish such control in order that the workers in those countries may achieve full freedom to establish organisations of their own choosing for the attainment of improvements in their living standards and conditions of employment;

4. Takes note of the fact that the International Labour Organisation has already taken steps to help former colonial territories;

5. Invites the Governing Body of the International Labour Office to request the Director-General—

(a) to formulate such other plans of action as may be necessary to assist the countries concerned to eradicate the adverse consequences of colonial rule in the fields of the conditions of work, standards of living, status and rights of the workers;

(b) to submit such plans to an early session of the Governing Body for consideration, and thereafter, if the Governing Body deems it necessary, to the General Conference of the International Labour Organisation for consideration and approval, with a view to the taking of whatever measures may be necessary to assist as speedily as possible the countries concerned in enacting progressive labour legislation, instituting agrarian reforms, training a skilled labour force for industry and agriculture and towards such other ends as may conduce to the earliest possible elimination of the adverse consequences of colonial rule in the fields of conditions of work, standards of living, status and rights of the workers;

6. Requests the Governing Body of the International Labour Office, in the light, inter alia, of the second report of the 1961 Conference Committee on the Application of Conventions and Recommendations and of the report of the Committee of Experts referred to therein, to consider placing on the agenda of an early session of the International Labour Conference the question of the revision of article 35 of the International Labour Organisation Constitution and to take such action as may be necessary for this purpose.
IV

Resolution concerning the Strengthening of Research in the Labour Field

The General Conference of the International Labour Organisation,

Considering the increasing need for objective and competent analysis and research in the labour field based on accurate statistical and other information,

Realising the valuable contribution made in the past by research in the labour field, carried out by universities, industries, employers' associations, trade unions, governments of States Members of the International Labour Organisation and international organisations, notably the International Labour Organisation,

Recognising that research can play a vital part in the development of future practical programmes and policies by individual firms, industries, employers' organisations, trade unions and governments, at all levels,

Believing that further labour analysis and research can make a significant contribution to the improvement of living and working conditions and labour-management relations in member States, thus helping to bring about mutual understanding of common problems among countries and to further the effectiveness of the standard-setting and operational programmes of the International Labour Organisation,

Noting that the International Institute for Labour Studies can play an important role in promoting a better appreciation of labour and related social problems, and the achievement of sound solutions to those problems, by encouraging and facilitating analysis and comparison of the experience of various countries in dealing with essentially similar problems,

Having regard to the ever-growing needs of the Organisation in various fields of activity, and to the contribution that research can make to meeting those needs;

1. Invites the Governing Body of the International Labour Office to give particular attention to research (a) as a guide to the matters needing International Labour Organisation action, (b) as a means for improving methods of action, and (c) for strengthening the effectiveness of International Labour Organisation operational activities;

2. Draws attention to the importance of the International Labour Office developing close co-operation with national research institutes, universities and other public or private organisations doing research work in fields of interest to the International Labour Organisation;

3. Invites the Governing Body to give consideration to having a study made of the practical role that the Office might play as an international clearing house in the field of labour studies to the end that studies, articles, reports of seminars and of new research in progress be made available to all interested organisations;

4. Invites States Members of the International Labour Organisation to—

---

1 Adopted unanimously on 28 June 1962.
(a) develop and strengthen research in the manpower and labour fields within government and elsewhere;

(b) respond promptly and as fully as possible to all requests of the International Labour Office for information on questions falling within the competence of the International Labour Organisation which may be required in connection with studies approved by the Governing Body;

(c) receive field missions from the International Labour Office to make on-the-spot surveys where these are required as part of research or study programmes approved by the Governing Body and by the States Members concerned; and

(d) encourage the free exchange of information on labour conditions, legislation, administrative practices, living standards, individual liberties and employer and trade union rights and responsibilities;

5. Urges member States and employers' and workers' organisations to—

(a) encourage universities and other qualified institutions equipped to train research personnel to develop and extend their facilities in the labour field; and

(b) consider measures required to provide increased opportunities for interested and qualified students to receive training in labour economics and related fields of social science through scholarships and research grants and in other ways, and to encourage the exchange of professors and researchers in the labour field;

6. Invites employers' and workers' organisations to take other appropriate steps to develop and extend needed research activities with respect to manpower, labour-management relations and other questions affecting labour.

V

Resolution concerning the Rights and Freedom of Members of the Governing Body of the International Labour Office to Carry Out Their Functions

The General Conference of the International Labour Organisation,

Considering that Mr. Salem Shita, who had been duly convened to attend the 151st Session of the Governing Body of the International Labour Office as a member of the Workers' group, was unable to attend owing to the refusal of the Libyan authorities to grant him an exit permit;

Noting that the reason given by the Libyan Government to the Director-General for the refusal of an exit permit to Mr. Salem Shita was that Mr. Salem Shita no longer held his trade union office due to the dissolution by government decree of existing trade unions in Libya;

Considering that Mr. Salem Shita's attendance at the 151st Session of the Governing Body was convened at the request of the Workers' group and that the decision of the Libyan Government to refuse an exit permit

1 Adopted on 28 June 1962 by 171 votes to 69, with 28 abstentions.
to Mr. Salem Shita on the grounds stated above are tantamount to an interference with the autonomy of the Workers' group and constitute a breach of the obligations incumbent on all member States not to interfere in any way with the functioning of the various organs of the International Labour Organisation,

Noting that article 40 of the International Labour Organisation Constitution provides, *inter alia*, that—

1. The International Labour Organisation shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes.

2. Delegates to the Conference, members of the Governing Body and the Director-General and officials of the Office shall likewise enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organisation.

Noting that in similar cases the Governing Body has already declared that no member of the Governing Body elected by the Employers' or Workers’ delegates may be interfered with in any way on account of his activities as a member of the Governing Body;

Draws the attention of the Libyan Government to the importance it attaches to the principles set forth in article 40 of the Constitution and other relevant parts of the Constitution and calls upon that Government to fulfil the obligations which it has voluntarily assumed.

**VI**

**Resolution concerning Full Participation of the Member States in the Work of the International Labour Organisation**

The General Conference of the International Labour Organisation,

Considering that the proper execution of the tasks laid down in the Preamble of the Constitution of the International Labour Organisation and in the Declaration of Philadelphia requires that all States Members of the International Labour Organisation should have a real opportunity of participating directly and fully in the work of the Organisation,

Recalling the basic principles regarding recruitment of staff to the International Labour Office,

Recalling that these principles provide, in article 9 (2) of the International Labour Organisation Constitution, that—

(a) "so far as is possible with due regard to the efficiency of the work of the Office, the Director-General shall select persons of different nationalities;"

and, in the Staff Regulations made under article 9 (1) of the Constitution, that—

(b) "the paramount consideration in the filling of any posts shall be the necessity to obtain a staff of the highest standards of competence, efficiency and integrity;"

---

1 Adopted on 28 June 1962 by 178 votes to 45, with 15 abstentions.
(c) "due regard shall be paid to the importance of maintaining a staff selected on a wide geographical basis... without distinction as to race, creed or sex";

(d) "the officials of the International Labour Office are international civil servants whose obligations are not national but exclusively international. By accepting appointment they pledge themselves to discharge their functions and to regulate their conduct with the interests of the International Labour Organisation alone in view",

Noting with great satisfaction that many young and developing nations have recently joined the International Labour Organisation,

Recognising the importance of recruiting nationals of Members to the staff of the International Labour Office, in accordance with the principles mentioned above,

Recognising further that, in order to meet the great changes which are taking place in the world resulting in a substantial increase in the membership of the Organisation, the Director-General is actively pursuing his plans for the recruitment of additional staff drawn from all countries in the membership of the Organisation;

1. Expresses its confidence that the Director-General will continue to recruit staff in accordance with the principles of selection laid down in the Constitution and Staff Regulations;

2. Welcomes the decision of this Conference to amend the Constitution of the International Labour Organisation with a view to the enlargement of the Governing Body which will enable member States to be given wider opportunities of making their contribution to the work of the International Labour Organisation;

3. Invites the Governing Body to request the Director-General, in full conformity with the Constitution and Staff Regulations, and guided by the principle of the tripartite composition of the Organisation and the autonomy of the Workers' and Employers' groups—

(a) to provide information by number and geographical distribution of the composition of International Labour Organisation organs and of the staff of its Office;

(b) to compare in so far as this is relevant the rules and practice of the International Labour Organisation with those which are followed in the United Nations and the specialised agencies;

(c) on the basis of this information to present his report to the Governing Body for such consideration as it deems appropriate;

4. Further invites the Governing Body to request the Director-General to examine the Career Trainee Programme and to consider whether it can be expanded to give further opportunities for the recruitment as trainees of nationals from those countries which are not yet, or insufficiently, represented on the staff of the Office;

5. Invites the Governing Body to continue to take any appropriate additional measures which will enable all the member States further to participate fully in the work of the Organisation.
Resolution concerning Small-Scale Industry in Developing Countries

The General Conference of the International Labour Organisation,
Believing that small-scale industry has an important role to play in the economic and social development of the developing countries, providing employment opportunities and opportunities for utilising available enterprise, skills and materials,
Believing it to be necessary that developing countries should, within the framework of their economic and social development plans in general and their industrial development plans in particular, adopt co-ordinated and comprehensive policies to promote the development of small-scale industry along sound lines,
Noting that workers employed in small-scale industry are in many cases not organised in strong unions and do not enjoy all the benefits and services usually available to workers employed in large undertakings, for example housing, medical and welfare services, good working conditions,
Believing that certain services and facilities for workers in small undertakings can be organised on a common basis with a view to improving labour conditions and providing for a better protection of labour,
Considering that the International Labour Organisation has acquired experience in the field of small-scale industries and is providing technical assistance in this field in developing countries,
Considering that the International Labour Organisation should intensify its activities in this field in close co-operation and co-ordination with the United Nations and other organisations working in this field;
Invites the Governing Body of the International Labour Office to request the Director-General—
1. to arrange for a study of the social and economic problems of small-scale industry;
2. to submit to the Governing Body proposals for the communication of the results of such a study to member governments and to employers' and workers' organisations to assist them in deciding on measures to be taken for the promotion of small-scale industry;
3. to present to the Governing Body his proposals for a practical programme of action to enable the International Labour Organisation to meet the growing needs of the developing countries in this field.

Resolution concerning the United Nations Development Decade

The General Conference of the International Labour Organisation,
Noting that the United Nations General Assembly Resolution 1710 (XVI) has designated the current decade as the "United Nations Develop-
ment Decade" and has called upon, in paragraph 2 of that Resolution, Members of the United Nations and the specialised agencies to pursue policies and adopt measures to accelerate economic and social development,

Noting that in Resolution 1715 (XVI) the General Assembly of the United Nations calls upon member States and Members of the specialised agencies to review their contributions to the support of the work of the Special Fund and Expanded Programme of Technical Assistance so that the combined budgets for these two agencies will reach in 1962 the target of $150 million,

Recognising that the objectives of these resolutions are in accord with the aims and objectives of the International Labour Organisation as set forth in its Constitution, the Declaration of Philadelphia and in a number of resolutions adopted by the International Labour Conference in recent years, particularly—

(a) the resolution concerning the operational activities of the International Labour Organisation, adopted at the 43rd Session, which urges that steps be taken to increase operational activities, bearing in mind other calls upon resources available,

(b) the resolution concerning the role of the International Labour Organisation in connection with measures for an expansion of economic aid to developing countries, adopted at the 44th Session, which expresses the hope that increasing resources for technical assistance will become available and that technical assistance be directed towards raising living standards of peoples in developing countries,

(c) the resolution on economic and technical assistance for the promotion of economic expansion and social progress in developing countries, adopted at the 45th Session, which calls attention to the desirability of integrating technical co-operation with national development plans, of strengthening the co-ordinating role of the Resident Representative of the United Nations Technical Assistance Board, and co-ordinating technical co-operation with the programmes of all associations, organisations and institutions which can make a contribution to economic and social development,

Realising that achievement of the objectives visualised by the United Nations in designating the current decade as the Development Decade will require intensification of the efforts of the International Labour Organisation to achieve an accelerated social and economic development, including the development of human resources, in the interests of workers in all countries of the world,

Recognising that the creation of a productive labour force in a developing country involves not only the acquisition of occupational skills but changes in a worker's daily life and in his attitude towards work,

Recognising that the efforts of the International Labour Organisation to this end should extend to all the three principal fields of activity of the Organisation, namely standard-setting, research, and operational activities,

Considering that the International Labour Organisation can play a particularly important role in advancing social development toward the objective of achieving an equitable distribution of income, in full consultation with representative employers' and workers' organisations in reaching decisions on social and economic policies, and strengthening of workers' rights,
Recognising the need for continuing economic and technical assistance to developing countries but not under conditions which would place any restrictions on the independence and sovereignty of the recipient nations,

Believing that the attainment of rapid economic and social development requires the full and complete use of the resources of each country and the extension of international trade on the basis of stable and profitable prices for the developing countries so as to facilitate the financing of their national programmes of economic and social development;

1. Notes with satisfaction the recognition which has been given by the Organisation to the importance of rapid economic and social development and the contributions of technical assistance programmes to development;

2. Invites the attention of the governments of member States to the importance of including in national programme planning adequate provision for manpower training, and conforming requests to the International Labour Organisation and the United Nations for technical assistance to these national programmes;

3. Invites the Governing Body—

(a) to request the Director-General of the International Labour Office to invite the member States of the Organisation to submit their opinions and proposals concerning the nature of the measures which the International Labour Organisation could take in connection with the United Nations Development Decade;

(b) to examine at its March 1963 Session the contributions of the International Labour Organisation to the Development Decade taking into account, inter alia, the above-mentioned opinions and proposals, and to develop plans and proposals for giving effect to these contributions through the International Labour Office and member States and by other means;

(c) to keep under continuous review within the context of over-all United Nations programmes relating to the Development Decade the increasing requirements for successful economic and social development, and the contributions which the International Labour Organisation can make to meeting these requirements;

(d) to keep under continuous review ways by which existing International Labour Organisation programmes can be intensified in connection with the Development Decade in those areas relating most directly to economic development, such as labour-management relations, productivity, management training, manpower organisation, and small-scale industry and handicrafts;

(e) to arrange for the preparation of a study of the problems of the transition from a non-wage to a wage labour force, taking into account the findings and recommendations of the Meeting of Experts on the Assessment of Manpower Requirements for Economic Development, drawing upon the experience of available case studies, and considering such questions as the relation of social and economic conditions to the recruitment of an effective labour force, and how to assist a worker in adapting to new work conditions and to adjust occupationally to a different work environment;
(f) to arrange for the inclusion in an assessment of technical assistance activities of an evaluation of training methods and techniques, taking into account the over-all experience of the Organisation in its technical assistance activities, with a view to establishing a framework of effective training methods; and

(g) to continue to emphasise in all phases of work pertaining to the objectives of this resolution the need for social progress in the developing countries in the interests of their peoples, and the objective of full, productive and freely chosen employment, taking into account the resolution on employment policy adopted at the 45th General Conference of the International Labour Organisation.

IX

Resolution concerning the Promotion of Good Industrial Relations, Particularly in Countries in Course of Development, and Consultation of Employers’ and Workers’ Organisations

The General Conference of the International Labour Organisation,

Conscious of the principle set forth in the Constitution of the International Labour Organisation whereby universal and lasting peace can be established only if it is based upon social justice, which implies the existence of good relations between employers and workers and between their respective organisations at all levels,

Recalling that the Declaration of Philadelphia has recognised as one of the aims and objectives of the Organisation “the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures” and that practical effect has been given to these principles in a number of Conventions, as well as in the resolution concerning labour-management relations, 1955, and in various Recommendations and resolutions concerning consultation and co-operation between employers and workers, and that these principles have further been affirmed by many conferences and committees held under the auspices of the International Labour Organisation, in particular the First African Regional Conference and the Seventh Conference of American States Members of the International Labour Organisation,

Noting with satisfaction that in many countries having recently acceded to independence organisations representing employers and workers respectively have been established and developed,

Reaffirming that good industrial relations require the existence of such organisations free from any interference from one side or the other as well as free from interference from the public authorities or political parties,

Desirous of encouraging the efforts undertaken by these organisations to establish a climate of collaboration between employers and workers, which is necessary to permit the economic development of their countries

1 Adopted on 28 June 1962 by 160 votes to 38, with 11 abstentions.
and the settlement of their problems, in order to ensure among other things a fair distribution of their increased national production,

Recognising the role played in this respect by the bipartite missions composed of employers and workers established under the auspices of the International Labour Organisation at the request of certain governments, in collaboration with representative employers’ and workers’ organisations, which have usefully afforded to countries in course of development the benefit of the experience in industrial relations accumulated by employers’ and workers’ organisations in the more industrialised countries with a view to its being adapted to the particular circumstances of the countries concerned,

Noting further that study conferences such as that held in Montevideo in 1960, where employers and workers were able freely to exchange views on matters of topical interest in the region, have greatly contributed to promoting understanding by all parties of each other’s legitimate aspirations, having regard to local circumstances,

Recalling also the importance which is frequently attached in the instruments adopted by the International Labour Conference to employers’ and workers’ organisations being consulted by governments in the framing of economic and social policy, and, in particular, as was stressed in the resolution adopted by the International Labour Conference at its last session, in the implementation of technical assistance programmes,

Recognising, however, that further measures to support and develop the results already obtained at the level of the undertaking and at the local and national levels may still be undertaken, and recognising also that by its tripartite character and the work it has already accomplished, the International Labour Organisation has an essential role to play in this field;

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

(a) to place questions relating to different aspects of labour-management relations on the agenda of tripartite meetings; and

(b) to convene study conferences grouping employers and workers at a regional level;

2. Invites, further, the Governing Body to request the Director-General of the International Labour Office—

(a) to intensify his efforts towards the improvement of industrial and human relations, particularly by assisting governments to organise such exchange visits between countries in the course of development and countries with a long industrial tradition as may be requested by representative employers’ and workers’ organisations;

(b) to ensure by all appropriate means that the technical assistance programmes of the International Labour Organisation are carried out with the support and collaboration not only of the governments of the countries concerned, but also of the employers’ and workers’ organisations;

3. Expresses the desire that the exchange of experience in the field of industrial relations be encouraged within the framework of the International Labour Organisation.
Resolution concerning the Implementation of the Resolutions of the General Conference

The General Conference of the International Labour Organisation,
Considering that the General Conference, as the principal organ of the International Labour Organisation, should be fully informed of the steps taken to give effect to the decisions of previous sessions and the results achieved;
Invites the Governing Body to request the Director-General to include each year in his annual Report to the Conference a chapter setting out the steps taken to give effect to the resolutions of previous sessions and the results achieved, and to include in his Report to the 47th Session of the Conference such information about the resolutions adopted during the last five sessions of the Conference.

XI

Resolution concerning Vocational Training and Technical Education

The General Conference of the International Labour Organisation,
Considering—
that vocational training should be closely integrated with economic and industrial development plans,
that vocational training, technical education and general education are interdependent parts of that preparation for working life to which every human being has an inalienable right,
that the International Labour Organisation and the United Nations Educational, Scientific and Cultural Organisation have common interests and obligations in the fields of training and education,
Noting that these organisations are co-ordinating their activities in these fields and co-operating in a spirit of mutual confidence and respect in the preparation of comprehensive recommendations covering vocational training and technical education in the interests of all peoples;
Expresses the hope that member States and international organisations will take these recommendations fully into account in the co-ordination of planning and implementation of national programmes of vocational training, technical education and technical assistance to the end that through their combined efforts, the populations of the world may have the full opportunities of satisfying their inclinations and developing their abilities to the maximum economic and social benefit of themselves and the communities to which they belong.

1 Adopted unanimously on 28 June 1962.
2 Adopted on 22 June 1962 without opposition or abstention.
Resolution concerning the Ratification and Application of the Social Security (Minimum Standards) Convention, 1952

The International Labour Conference,

Considering that the resolution unanimously adopted by the Forty-fifth Session of the International Labour Conference, on 28 June 1961, which called for, in an urgent manner, the ratification and application of the Social Security (Minimum Standards) Convention, 1952, had a very limited effect, as only two countries had ratified the said Convention since the adoption of the resolution, which brought the number of member States having ratified the Convention to 13 out of a total number of 102 member States,

Considering that the ratification and application of the Social Security (Minimum Standards) Convention, 1952, is more urgent and necessary than ever before in the light of the ratification and adoption of the Social Security (Equality of Treatment) Convention, 1962,

Considering, among other things, that the revision of the Social Policy (Non-Metropolitan Territories) Convention, 1947, and the improvement of economic and social conditions recently noted in the developing countries have facilitated the adoption of minimum social security schemes also in these countries;

Repeats its appeal to all member States with the aim that they consider urgently the ratification and application of the Social Security (Minimum Standards) Convention, 1952, adopted by the Thirty-fifth Session of the International Labour Conference.

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery

The General Conference of the International Labour Organisation,

Having adopted the report of the Committee appointed to consider the sixth 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 Recommendation relating to prohibition of the sale, hire and use of inadequately guarded machinery;

Decides to place on the agenda of its next ordinary session the question of the prohibition of the sale, hire and use of inadequately guarded machinery for a second discussion, with a view to the adoption of a Convention and a Recommendation.

1 Adopted unanimously on 26 June 1962.
2 Adopted unanimously on 27 June 1962.
Resolution concerning the Placing on the Agenda of the Next Session of the Conference of the Question of Termination of Employment at the Initiative of the Employer

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Recommendation relating to termination of employment at the initiative of the employer;

Decides to place on the agenda of its next session the question of termination of employment at the initiative of the employer for a second discussion, with a view to the adoption of a Recommendation.

Resolution concerning the Adoption of the Budget for the 45th Financial Period (1963) and the Allocation of Expenses among Member States for 1963

The General Conference of the International Labour Organisation—

In virtue of the Financial Regulations, passes for the 45th financial period, ending 31 December 1963, the net budget of expenditure of the International Labour Organisation amounting to $14,006,834 and the net budget of income amounting to $14,006,834 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.

Resolution concerning the Contributions Payable to the International Labour Office Staff Pensions Fund in 1963

The General Conference of the International Labour Organisation—

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1963 under article 7, paragraph (a), of the Staff

---

1 Adopted unanimously on 27 June 1962.
2 Adopted on 26 June 1962 by 280 votes to 0, with 40 abstentions.
3 The scale of contributions will be reproduced in the appendices to the Record of Proceedings of the 46th Session of the Conference.
4 Adopted on 25 June 1962 without opposition or abstention.
Pensions Regulations shall be 14 per cent. of the pensionable emoluments of the members of the Fund;

Decides that, for the year 1963, the officials mentioned in article 4, paragraph (a) (i), of the International Labour Office Staff Pensions Regulations shall continue to pay an additional 1 per cent. of their pensionable emoluments (making a total of 7½ per cent.) and those mentioned in article 4, paragraph (a) (ii) an additional ½ per cent. (making a total of 5½ per cent.) if their pensionable emoluments exceed the equivalent of Swiss francs 6,500 per annum, and an additional ¼ per cent. (making a total of 5¼ 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 1963 in respect of the contributions of the Organisation to the International Labour Office Staff Pensions Fund should be paid to the Fund.

**XVII**

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;

Extends the term of office of Mr. Maxime Letourneur (France) as a judge, and of Mr. Jason Stavropoulos (Greece) as a deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

**XVIII**

Resolution concerning Appointments to the Administrative Board of the International Labour Office Staff Pensions Fund and to the International Labour Office Staff Pension Committee (United Nations Joint Staff Pension Fund)

The General Conference of the International Labour Organisation—
(a) appoints Mr. André Heilbronner (France), Counsellor of State, as a member of the Administrative Board of the International Labour Office Staff Pensions Fund for the period until 8 October 1965, and of the International Labour Office Staff Pension Committee (United Nations Joint Staff Pension Fund) for the period until 10 July 1965;

1 Adopted on 25 June 1962 without opposition or abstention.
(b) reappoints to the Administrative Board of the International Labour Office Staff Pensions Fund for a period of three years until 8 October 1965, and to the International Labour Office Staff Pension Committee (United Nations Joint Staff Pension Fund) for a period of three years until 10 July 1965 the following existing members and substitute members of these bodies, namely:

**Members:**
- Professor H. S. Kirkaldy (*United Kingdom*), Professor of Industrial Relations in the University of Cambridge; former Substitute Member of the Governing Body;
- Mr. P. Juhl-Christensen (*Denmark*), Chief of Division, Ministry of Social Affairs.

**Substitute Members:**
- Mr. Charles R. McCord (*Canada*), Director of Annuities, Department of Labour;
- Mr. Ernst Kaiser (*Switzerland*), Actuarial Adviser, Swiss Federal Office of Social Insurance.

---

**XIX**

**Resolution concerning the Adjustment of the Contribution of the United Arab Republic in 1961 and 1962 Consequent on the Assessment of the Contribution of the Syrian Arab Republic**

The General Conference of the International Labour Organisation—

Decides that the percentage assessment of the contribution of the Syrian Arab Republic to the budget of the International Labour Organisation (0.12 per cent.) shall be deducted from the assessment of the contribution of the United Arab Republic for the period 5 October 1961 to 31 December 1962 inclusive, thereby reducing the assessment of the contribution of the United Arab Republic from 0.57 per cent. to 0.45 per cent. from 5 October 1961 to 31 December 1961 inclusive, and from 0.51 per cent. to 0.39 per cent. for the whole of the financial year 1962.

---

1 Adopted on 25 June 1962 without opposition or abstention.