Resolutions
Adopted by the
International Labour Conference
at Its 48th Session

(Geneva, 1964)
## CONTENTS

<table>
<thead>
<tr>
<th>Resolution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Resolution concerning Minimum Living Standards and Their Adjustment to</td>
<td>1</td>
</tr>
<tr>
<td>the Level of Economic Growth.</td>
<td></td>
</tr>
<tr>
<td>II. Resolution concerning the International Institute for Labour Studies</td>
<td>2</td>
</tr>
<tr>
<td>III. Resolution concerning the Concept of Democratic Decision-Making in</td>
<td>3</td>
</tr>
<tr>
<td>Programming and Planning for Economic and Social Development</td>
<td></td>
</tr>
<tr>
<td>IV. Resolution concerning Freedom of Association</td>
<td>5</td>
</tr>
<tr>
<td>V. Resolution concerning Programmes of Technical Assistance and Other</td>
<td>6</td>
</tr>
<tr>
<td>Activities of the International Labour Organisation in Africa and Other</td>
<td></td>
</tr>
<tr>
<td>Developing Regions.</td>
<td></td>
</tr>
<tr>
<td>VI. Resolution concerning the Programme and Structure of the International</td>
<td>6</td>
</tr>
<tr>
<td>Labour Organisation</td>
<td></td>
</tr>
<tr>
<td>VII. Resolution concerning the International Co-operation Year and the</td>
<td>7</td>
</tr>
<tr>
<td>Twentieth Anniversary of the United Nations</td>
<td></td>
</tr>
<tr>
<td>VIII. Resolution concerning the Convening of a Committee of Experts and</td>
<td>8</td>
</tr>
<tr>
<td>the Revision of the List of Occupational Diseases</td>
<td></td>
</tr>
<tr>
<td>IX. Resolution concerning the Placing on the Agenda of the Next Ordinary</td>
<td>8</td>
</tr>
<tr>
<td>Session of the Conference of the Question of the Employment of Young</td>
<td></td>
</tr>
<tr>
<td>Persons in Underground Work in Mines of All Kinds</td>
<td></td>
</tr>
<tr>
<td>X. Resolution concerning the Activities of the International Labour</td>
<td>9</td>
</tr>
<tr>
<td>Organisation in the Field of Employment Policy</td>
<td></td>
</tr>
<tr>
<td>XI. Resolution concerning International Action for the Promotion of</td>
<td>10</td>
</tr>
<tr>
<td>Employment Objectives</td>
<td></td>
</tr>
<tr>
<td>XII. Resolution concerning Women Workers in a Changing World</td>
<td>11</td>
</tr>
<tr>
<td>XIII. Resolution concerning the Economic and Social Advancement of Women</td>
<td>12</td>
</tr>
<tr>
<td>in Developing Countries</td>
<td></td>
</tr>
<tr>
<td>XIV. Resolution concerning Part-time Employment</td>
<td>13</td>
</tr>
<tr>
<td>XV. Resolution concerning Maternity Protection</td>
<td>14</td>
</tr>
<tr>
<td>XVI. Resolution concerning the Placing on the Agenda of the Next Ordinary</td>
<td>14</td>
</tr>
<tr>
<td>Session of the Conference of the Question of the Employment of Women with</td>
<td></td>
</tr>
<tr>
<td>Family Responsibilities</td>
<td></td>
</tr>
<tr>
<td>XVII. Resolution concerning the Adoption of the Budget for the 47th</td>
<td>14</td>
</tr>
<tr>
<td>Financial Period (1965) and for the Allocation of Expenses among Member</td>
<td></td>
</tr>
<tr>
<td>States for 1965</td>
<td></td>
</tr>
<tr>
<td>XVIII. Resolution concerning the Contributions Payable to the I.L.O.</td>
<td>15</td>
</tr>
<tr>
<td>Staff Pensions Fund in 1965</td>
<td></td>
</tr>
<tr>
<td>XIX. Resolution concerning Appointments to the I.L.O. Administrative</td>
<td>15</td>
</tr>
<tr>
<td>Tribunal</td>
<td></td>
</tr>
</tbody>
</table>
Resolutions Adopted by the International Labour Conference
at Its 48th Session

(Geneva, 1964)

I

Resolution concerning Minimum Living Standards and Their Adjustment to the
Level of Economic Growth

The General Conference of the International Labour Organisation,
Considering that in many countries minimum living standards, as determined
by the lowest level of wages and basic social legislation, have frequently lagged
behind the pace of economic development,
Considering that living conditions of the lowest-paid workers and their families
in many countries are still deplorably low,
Considering that, while real improvements in living standards are linked with
economic development and with increased skills and resulting greater productivity,
conversely the improvement of living standards itself has an important bearing on
the pace of economic development; in particular, the contribution of the lowest-paid
workers to economic and social development will be enhanced by improvements in
their health, housing and other living conditions,
Considering that, in order to bring about balanced economic expansion and
social progress, an equitable distribution of incomes ensuring for the lowest-paid
categories of workers a minimum standard of living, in conformity with and
periodically adjusted to the pace of the country's economic expansion, is needed
both for developing and industrially advanced countries,
Considering that, in cases where the level of minimum wages is determined by
means of free collective bargaining in adjusting this level of wages, consideration
should be given by the parties concerned to the pace of economic growth as well
as to increases in the cost of living,
Considering that, in cases where an adequate level of minimum wages covering
all workers cannot be secured by means of free collective bargaining, the establish-
ment of effective minimum-wage legislation or other effective machinery for estab-
lishing minimum wages is desirable,
Considering that in many member States where minimum-wage legislation exists
the rates are frequently either determined at levels insufficient to ensure an adequate
minimum standard of living, or not effectively enforced, or lag behind the country's
economic growth or behind increases in the cost of living,
Considering that in order to determine adequate minimum standards of living
the participation of workers' and employers' organisations is essential for the
determination of minimum wage rates and for basic social security measures as

1 Adopted on 9 July 1964 by 176 votes to 1, with 17 abstentions.
well as for their periodical adjustment, in conformity with the country’s economic growth, and

Considering that, in cases where minimum wages are established through legislation or other effective machinery for establishing minimum wages, actual wages above the minimum rates should be determined by means of free collective bargaining between employers and trade unions;

1. Urges member States to undertake all efforts to ensure adequate minimum standards of living to all workers and their families, by encouraging free collective bargaining and, where appropriate, by the adoption of minimum-wage legislation or resort to other effective machinery for establishing minimum wages, and of basic social legislation, providing for the participation of workers’ and employers’ organisations.

2. Emphasises that adequate minimum standards of living should be ensured through the establishment of a dynamic minimum wage level and a dynamic level of social security measures adjusted periodically to take full account of economic growth and to have due regard to increases in the cost of living.

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

(1) to undertake a study dealing with the interdependence of minimum standards of living and economic growth, including—

(a) a survey of minimum wage levels in member States, with particular attention to cases where established rates are either insufficient to ensure an adequate minimum standard of living in conformity with the country’s level of economic development or have been lagging behind the level of economic growth or behind increases in the cost of living;

(b) a study of methods to determine levels of minimum standards of living, including provisions according to which these standards could be periodically adjusted to economic growth and to increases in the cost of living;

(c) a comparative study of social legislation in member States, with particular reference to basic social security measures;

(d) a study of the actual experience of selected countries, including both industrialised and developing countries, in which minimum wages and social security benefits are periodically adjusted to economic growth and/or increases in the cost of living, either automatically or by other means, with a view to obtaining such information as can be ascertained as to the economic and social consequences of such adjustments in various circumstances and conditions;

(2) to work out proposals for a revision of the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26) and Recommendation, 1928 (No. 30), taking into account the principles enunciated in this resolution.

II

Resolution concerning the International Institute for Labour Studies

The General Conference of the International Labour Organisation,

Noting that the establishment of the International Institute for Labour Studies has aroused widespread interest and expectations, particularly in countries in the process of rapid economic and social development,

1 Adopted unanimously on 9 July 1964.
Noting the resolutions supporting the Institute and drawing attention to the special needs of their respective regions adopted by the First African Regional Conference and the Seventh Conference of the American States Members of the International Labour Organisation,

Considering the desirability of enlarging the scope of the programme of activity of the Institute so that it may better meet the growing need for a better understanding of labour problems and methods for their solution,

Noting that the Institute does not yet have the necessary financial means to achieve this objective,

Considering that it may be difficult for some newly independent countries to provide candidates with the background of education, language and experience demanded for the Institute’s international courses, and

Believing that it is important for the Institute to pay attention to regional and national needs and problems;

1. Urges member States which have not yet done so to contribute to the Endowment Fund of the Institute.

2. Invites the Governing Body of the International Labour Office to consider ways and means of ensuring financial resources, including contributions from sources other than the budget of the International Labour Organisation, which would enable the Institute to increase the effectiveness of its present programmes of study courses, and subsequently to increase both the number of study courses and the number of those who would take part in them, and increase also its other activities.

3. Invites the Governing Body of the International Labour Office to request the Board of the Institute—

(a) to establish working relationships with regional and national institutions concerned with problems of economic and social development with a view to exchanging experiences and providing such institutions with appropriate assistance by mutual agreement;

(b) to submit in the light of the resources available to the Institute a programme for regional study groups and round-table conferences which would be organised under the auspices of the Institute as envisaged in its stated aims and functions;

(c) to consider the desirability and feasibility of giving assistance in the establishment of regional institutes, under the guidance and auspices of, or associated with, the International Institute for Labour Studies, for the furtherance of a better understanding of labour problems of particular regions and methods for their solution.

III

Resolution concerning the Concept of Democratic Decision-Making in Programming and Planning for Economic and Social Development

The General Conference of the International Labour Organisation,

Considering that the need for economic forecasting, programming and/or planning has been increasingly recognised by a number of industrially advanced countries in formulating and executing their economic and social policies,

1 Adopted on 9 July 1964 by 200 votes to 1, with 15 abstentions.
Considering that in developing countries economic and social programming and planning, in conformity with the specific conditions and requirements of each country, is essential for their rapid economic growth and social advancement,

Considering that long-term economic projections have a definitive role to play in national and international planning for economic development and social advancement,

Considering the growing importance of economic and social programming and planning at the international level, as a basis for co-ordinated international action in such fields as employment and manpower policies, migration of labour, harmonisation of social security policies, trade policies, education and technical training, and technical assistance generally,

Considering the important role the United Nations and the specialised agencies, in particular the International Labour Organisation, have to play in promoting these efforts aiming at the achievement of rapid economic expansion and social advancement in both developing and industrially advanced countries,

Considering that an indispensable condition for achieving the goals of democratic programming and planning for economic development and social advancement is the establishment, in accordance with the principles and aims of the International Labour Organisation, of effective machinery and procedures for active consultation with and participation of free and independent employers' and workers' organisations in the formulation and implementation of such programmes, and

Considering that there is need for study and exchange of experience as to the possible forms of consultation, so as to make such consultations more effective;

1. Calls upon governments of member States to ensure that, where national programming or planning exists, appropriate methods of consultation and participation of free and independent employers' and workers' organisations should take place in working towards and implementing social advancement schemes, and in promoting national economic development at all levels.

2. Calls upon member States to co-ordinate at the international level, through the United Nations and the specialised agencies and other intergovernmental bodies, including regional organisations, their efforts aimed at the achievement of rapid economic expansion and social advancement in both developing and industrially advanced countries.

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

(a) to examine ways and means of intensifying studies and research in the field of democratic decision-making as well as techniques of consultation and participation in all aspects of economic forecasting, programming and planning for economic development and social advancement;

(b) to co-operate closely, with the United Nations, the specialised agencies, and other international, regional and national bodies with a view to safeguarding and encouraging, in conformity with the principles and aims of the International Labour Organisation, the consultation and participation of free and independent employers' and workers' organisations in economic forecasting, and in programming and planning for economic development and social advancement.
Resolution concerning Freedom of Association

The General Conference of the International Labour Organisation,
Considering the principle of freedom of association, an essential constituent of human rights, enshrined in the Constitution of the International Labour Organisation (Preamble),
Considering that it constitutes one of the fundamental principles on which the Organisation is based, and that the Declaration of Philadelphia, an integral part of the Constitution, proclaims that "freedom of expression and of association are essential to sustained progress”,
Considering that the International Labour Organisation has unmistakably laid down the minimum standards of freedom of association in international labour Conventions Nos. 87 (Freedom of Association and Protection of the Right to Organise Convention, 1948), and 98 (Right to Organise and Collective Bargaining Convention, 1949),
Considering the resolution concerning the independence of the trade union movement, adopted by the Conference on 26 June 1952, and the resolution on freedom of association and the protection of the right to organise, including the protection of representatives of trade unions at all levels, adopted by the Conference on 29 June 1961,
Considering that the standards so defined have not yet found full expression in the Constitution and Standing Orders of the International Labour Organisation,
Considering that several member States have not yet ratified the above-mentioned Conventions,
Considering that in various member States the principle and the standards of freedom of association established by the International Labour Organisation are violated in defiance of democracy and to the detriment of the harmonious development of those countries,
Considering that the machinery for the protection of freedom of association as at present established by the International Labour Organisation is still inadequate for achieving full efficiency and should be strengthened;
1. Invites the Governing Body of the International Labour Office—
   (a) to strengthen its efforts to induce all the States Members of the International Labour Organisation to ratify and apply Conventions Nos. 87 and 98, reminding them that fundamental principles of the Organisation are involved;
   (b) to study the possibility of including in the Constitution of the International Labour Organisation certain essential principles contained in these Conventions;
   (c) to consider likewise how the machinery of the International Labour Organisation for the protection of freedom of association may best be strengthened;
   (d) in the light of findings resulting from the action recommended in (b) and (c) above, to consider including the whole question in the agenda of an early session of the Conference;
2. Urges all governments to co-operate fully in strengthening the activities of the International Labour Organisation in the field of freedom of association.

1 Adopted on 9 July 1964.
Resolution concerning Programmes of Technical Assistance and Other Activities of the International Labour Organisation in Africa and Other Developing Regions

The General Conference of the International Labour Organisation,

Considering the fundamental role that labour plays in economic and social development in Africa and other developing regions, and the vital contribution of manpower to all development plans of African and other developing countries,

Stressing the urgent need for accelerating social progress whilst ensuring conditions of stability in the labour force of African and other developing countries,

Emphasising the benefits accruing from the exchange of labour experience and solutions among African countries and other developing countries,

Recognising the responsibilities of the International Labour Organisation in the promotion of a progressive international code for labour, and

Noting the growing world-wide concern with problems of social and economic development, and having regard to the universal responsibilities of the International Labour Organisation;

1. Invites the Governing Body of the International Labour Office to consider, in the context of its regional activities generally, the need to assist African and other developing countries in the field of development at all levels and in the furtherance of workers’ education and vocational and technical training schemes to qualify skilled workers of Africa and other developing regions in sufficient numbers to accelerate the implementation of development projects;

2. Requests the Governing Body of the International Labour Office to review the policy to be pursued by the International Labour Organisation generally in relation to regional activities and, in particular, to include in its review the following specific matters:

(a) the role and function of the regional advisory committees and the regional conferences;

(b) the problems associated with the implementation of international labour Conventions and Recommendations in African and other developing countries, and the review by regional conferences of such implementation;

(c) the need to ensure that the programme and structure of the International Labour Organisation are fully adapted to the needs of African and other developing countries;

(d) means of accelerating the appointment to posts in regional offices, including the principal posts, of suitably qualified persons from the region concerned;

(e) the desirability and feasibility of a greater degree of decentralisation of the activities of the International Labour Organisation, for example through offices in the region, without prejudicing the basic objectives of the Organisation.

Resolution concerning the Programme and Structure of the International Labour Organisation

The General Conference of the International Labour Organisation,

Having discussed the report entitled Programme and Structure of the I.L.O. submitted by the Director-General,

1 Adopted on 9 July 1964.
Noting that in the years following the Second World War, as indicated in the Report of the Director-General, fundamental transformations of historical importance have occurred on the world scene and have changed the face of the world,

Recognising that these changes in the world situation demand that the International Labour Organisation adapt itself to new tasks of unprecedented importance and that this adaptation must relate both to its work programme and to the structure and working methods of the Organisation,

Recalling that it was in 1944-46 that the Organisation last made an examination of its programme and structure,

Noting that at the 47th and 48th Sessions of the General Conference many delegates submitted important proposals concerning the work programme of the International Labour Organisation, as well as proposals concerning its structure and work methods,

Attaching great importance to the need for practical and thorough consideration of all proposals submitted to the Conference,

Considering that a comprehensive and objective study should be made of all the proposals which have been submitted in order that the Organisation derive the greatest possible benefit from the exchange of views which has taken place;

Invites the Governing Body of the International Labour Office—

(1) To request the Director-General—

(a) to prepare a report and analysis by major category of all the proposals submitted;

(b) to transmit these to all member States and employers' and workers' organisations as soon as possible; and

(c) to request member States and employers' and workers' organisations to express their views on these proposals;

(2) To consider, as a matter of priority, implementation of such proposals as may be within the competence of the Governing Body and, in accordance with existing procedures, to inform the Conference of action taken;

(3) Further, as a matter of priority, to consider reference of those proposals within the competence of the Conference to one or more of its forthcoming sessions.

VII

Resolution concerning the International Co-operation Year and the Twentieth Anniversary of the United Nations

The General Conference of the International Labour Organisation,

Recalling resolution 1907 (XVIII) of the General Assembly in which 1965, the twentieth anniversary of the United Nations, is designated "International Co-operation Year",

Noting that resolution 1907 (XVIII) calls upon all member States and the specialised agencies, inter alia, to formulate such plans and programmes as seem to them appropriate to promote the purposes of the International Co-operation Year,

1 Adopted on 9 July 1964.
Convinced that this decision by the United Nations will contribute to greater international understanding and co-operation,

Recalling the provisions of the agreement between the United Nations and the International Labour Organisation, especially articles IV and V;

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

(1) to provide such information and necessary support as may be requested by the Committee of Twelve in respect of the International Co-operation Year, the twentieth anniversary of the United Nations;

(2) to consider the possibilities of International Labour Organisation participation in the International Co-operation Year, presenting appropriate proposals to the Governing Body.

VIII

Resolution concerning the Convening of a Committee of Experts and the Revision of the List of Occupational Diseases

1

The Committee on Social Security set up by the International Labour Conference at its 48th Session,

Considering that the proposed Convention concerning benefits in the case of employment injury includes a list of occupational diseases giving right to benefit,

Considering that this list should be brought up to date in the light of the most recent technical and medical progress,

Noting that Article 31 of the text of the Convention allows the amendment of the same list of occupational diseases;

Requests the Governing Body of the International Labour Office to—

(1) convene as soon as possible a committee of experts charged to prepare a draft list of occupational diseases which would take account of all recent information on this subject; and

(2) include the question of the revision of the list of occupational diseases appended to the present Convention in the agenda of a future session of the Conference.

IX

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of the Employment of Young Persons in Underground Work in Mines of All Kinds

2

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention concerning the minimum age for admission to employment in underground work in mines of all kinds, with a supplementary Recommendation, for a Convention concerning medical examina-

1 Adopted on 6 July 1964.

2 Adopted on 7 July 1964 by 245 votes to 0, with 55 abstentions.
tion of young persons for fitness for employment in underground work in mines of all kinds, and for a Recommendation embodying certain provisions concerning the employment of young persons in underground work in mines of all kinds;

Decides that the question of the employment of young persons in underground work in mines of all kinds shall be included in the agenda of its next Ordinary Session for second discussion, with a view to the adoption of two Conventions and two Recommendations.

X

Resolution concerning the Activities of the International Labour Organisation in the Field of Employment Policy

The General Conference of the International Labour Organisation,

Having adopted the Employment Policy Convention, 1964, and the Employment Policy Recommendation, 1964, and

Considering that action by member States to implement these instruments should be supplemented by the technical co-operation of the International Labour Organisation in the field of employment policy;

1. Invites the Governing Body to give particular attention to the continuance and expansion of International Labour Organisation research and technical co-operation activities regarding employment problems and policies, with due regard to regional requirements and in close co-ordination with related activities of the United Nations and specialised agencies so as to increase the effectiveness of the work of all the organisations.

2. Recommends that International Labour Organisation activities take the form in particular of—

(a) the provision of experts, as well as of technical manuals, other documentation and teaching materials, to help developing countries in—

(i) defining and implementing active employment policies, taking account of population growth, as part of their development planning or programming;

(ii) developing appropriate manpower information programmes and employment and vocational guidance services;

(iii) training workers at all levels, including technical personnel and management staff, for productive employment;

(iv) improving labour force statistics;

(b) research into employment problems and policies with the practical purpose of evaluating experience gained in different countries and improving the quality of the advice and assistance that the International Labour Organisation is able to provide to member States under each of the four headings in clause (a) above; this should include research into the employment capacity and productivity of different economic sectors at different levels of technology, including research into measures to increase productivity, as a basis for improved co-ordination between employment policies and policies for economic and social development;

(c) assistance to member States from time to time in organising regional meetings for the exchange of experience on employment problems and policies.

1 Adopted on 7 July 1964.
3. Recommends that the active co-operation of the employers’ and workers’ organisations in the countries concerned should be sought in the preparation and implementation of such activities.

XI

**Resolution concerning International Action for the Promotion of Employment Objectives**

The General Conference of the International Labour Organisation,

Considering that the Declaration of Philadelphia recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve full employment and the raising of standards of living,

Having, in pursuance of this responsibility, adopted the Employment Policy Convention, 1964, and the Employment Policy Recommendation, 1964,

Conscious of the fact that action in the field of employment policy needs to be accompanied by international action in related fields of economic policy;

1. Urges that those responsible for the work of the new international machinery to be set up to deal with questions of foreign trade in accordance with the conclusions of the United Nations Conference on Trade and Development should take full account of and seek to attain the employment objectives defined in the Employment Policy Convention, 1964, and other instruments of the International Labour Organisation dealing with employment policy, and

2. Decides to bring the following suggestions to the notice of governments and of the international bodies having primary responsibility for certain matters dealt with therein:

(a) vigorous and determined efforts should be made to conclude agreements, to be reviewed periodically, ensuring greater stability at equitable and remunerative prices in the markets for primary commodities, with a view to avoiding disruption of the development plans and employment policies of developing countries;

(b) all efforts should be made to discontinue discriminatory restrictions on foreign trade, with a view to furthering the achievement of the objectives of a full employment policy;

(c) loans and grants, public and private, from industrialised countries to developing countries, on a multilateral or bilateral basis, should be encouraged with a view to increasing production and employment. Loans should be of a long-term nature and at reasonably low rates of interest. Both loans and grants should be provided under conditions and a code of practice which protect the interests of all concerned, without infringing the sovereignty of recipient nations.

(d) members should explore all possibilities of utilising food aid to promote employment;

(e) the possibility should be explored of utilising, for the production of equipment needed in developing countries, capacity that would otherwise be unused in industrialised countries, so as to achieve simultaneously economic growth and employment in developing countries and the maintenance of employment in industrialised countries.

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1 Adopted on 7 July 1964.
The General Conference of the International Labour Organisation,

Conscious of the increasingly important role played by women in modern society and of the fact that their work is necessary to the development of the productive forces of their countries,

Noting that the number of women who work outside their homes has increased considerably in numerous countries and that this tendency, although particularly marked in the industrial countries, is also noticeable in the economically developing countries,

Considering that in principle the problems of women workers should not be distinguished from those of men workers and that they should be solved within the same general framework of policy and action but that it is nevertheless certain that women have to face special problems deriving both from various discriminations and from their multiple responsibilities,

Noting that even in the countries which are economically and socially very advanced, despite the great progress which has been made, women workers still are often subject to discrimination,

Noting, furthermore, that in some developing countries the problems which women workers have to face are to a great extent the reflection of low levels of economic growth and are aggravated by illiteracy, which is more widespread amongst women than men, by lack of education, lack of vocational training and lack of employment,

Considering that it is necessary to adapt attitudes and social legislation relating to the employment of women to new tendencies and to recognise the right to work for women and the value of their contribution to economic activity by encouraging all action aimed at eliminating any discrimination against them,

Considering that the International Labour Organisation has established standards directed towards the attainment of these ends and that many member States have not yet formally accepted the instruments in question;

1. Urgently appeals to member States to take all possible steps—
   (a) to ratify and implement fully the Equal Remuneration Convention, 1951, and the Discrimination (Employment and Occupation) Convention, 1958; and
   (b) to implement in respect of girls and women the provisions of the Vocational Training Recommendation, 1962;

2. Requests all States Members of the International Labour Organisation to consider the desirability of taking appropriate steps—
   (a) to establish within the framework of national administration or any other appropriate organisation a central unit for co-ordinating research, planning, programming and action on women workers’ opportunities, needs and problems;
   (b) to develop systematic arrangements for consulting employers’ and workers’ organisations and other organisations primarily concerned; and
   (c) to encourage the dissemination of information regarding all aspects of women’s employment and conditions of work;

1 Adopted on 8 July 1964, by 265 votes to 23, with 2 abstentions.
3. Recognises the work already done by the International Labour Office on behalf of women workers and invites the Governing Body of the International Labour Office to request the Director-General to expand and strengthen the activities of the International Labour Office in the field of women’s work, including the collection, analysis and publication of information concerning women’s work and their participation in economic and social life, and in particular—

(a) to continue its studies and research on the vocational training of girls and women, having special regard to the conclusions of the 1959 Meeting of Consultants on the Problems of Women Workers;

(b) to study the repercussions of technological progress, especially mechanisation and automation, on the employment, skill and vocational training of women workers;

(c) to examine the conditions of work and social security of women workers, particularly in agriculture, including plantations; and

(d) to study the emergence of new occupational diseases and methods of protection against them in branches of activity in which large numbers of women are employed;

4. Invites the International Labour Office to seek the advice of the Panel of Consultants on the Problems of Women Workers with a view to giving satisfaction as rapidly as possible to the demands of special interest to women workers.

XIII

Resolution concerning the Economic and Social Advancement of Women in Developing Countries

The General Conference of the International Labour Organisation,

Recognising the urgency of taking all possible steps to raise the economic and social status of women and of integrating them more closely and effectively into the whole process of developing human resources which is characteristic of our era,

Recognising that the present status of women in developing countries and the problems of women workers in such countries are, to a great extent, the reflection of the very low levels of their economic growth,

Recognising that the needs and problems of women workers in the developing countries are particularly urgent,

Taking into account the fact that these problems, arising within a different context of political, economic, social and cultural development in each of the developing countries, will influence such measures as may be taken to advance the status of women;

1. Requests developing countries, which are member States of the International Labour Organisation, to give special priority in their national plans to assisting women to integrate themselves into the national economic life and improve their status with particular reference to the following problems:

(a) the need for providing increased and better educational facilities for girls and women, including facilities for vocational, technical and professional training at all levels;

1 Adopted on 8 July 1964.
(b) the need to widen the framework of employment opportunities for girls and women, particularly in the non-agricultural sector of the economy;
(c) the need to develop suitable forms of vocational guidance and employment counselling and assistance;
(d) the need to formulate and implement non-discriminatory practices and policies in this field, and to mobilise public opinion to this end;
(e) the need to include women in all social security measures according to their real needs and without prejudice to their employment opportunities;
(f) the need to make efforts to raise the status of women, particularly in rural areas;
(g) the need to develop means to improve the conditions of women working in agriculture, cottage industries and marketing, and of supervising and improving conditions of work in these sectors; and
(h) the need for promotional efforts to change the economic and social climate within which women seek and find employment in order to enable them to respond to the changing needs of national development and to contribute as effectively as possible to the varying demands placed on them, taking into consideration that family responsibilities should not be a handicap for women to play their full part in economic and social life;

2. Calls upon the International Labour Organisation to expand and intensify its programme of activity directed expressly towards the economic and social advancement of women workers in developing countries;

3. Requests the International Labour Organisation to organise as soon as possible regional meetings on women workers in a changing world.

XIV

Resolution concerning Part-time Employment

The General Conference of the International Labour Organisation,

Recognising the fact that part-time work does occur, particularly in countries with full employment and that it can give a partial answer to individual social needs of men and women,

Considering that governments and employers' and workers' organisations should pay attention to it and should find all the necessary safeguards in the framework of social legislation and collective agreements,

Recognising that part-time work can be of particular interest for women with family responsibilities who wish to do so,

Noting that the nature of certain kinds of work can meet these requirements,

Recognising that part-time work presents certain problems,

Noting that there is not sufficient information and knowledge in this field;

Invites the International Labour Office—

(1) to give a precise definition of what is meant by “part-time work”;

(2) to undertake, in co-operation with the competent authorities and the organisations of employers and workers, inquiries to determine—

(a) the number and nature of part-time employment opportunities; and

(b) the number and characteristics of persons who have or seek part-time employment.

1 Adopted on 8 July 1964.
XV

Resolution concerning Maternity Protection

The General Conference of the International Labour Organisation,
Considering that maternity protection is an obligation of society and cannot be a
ground of discrimination in other fields relating to the employment of women,
Noting that few countries have ratified the Maternity Protection Convention, 1919,
and that only eight have ratified the Maternity Protection Convention (Revised), 1952,
Noting in addition the studies and research undertaken by the International
Labour Office both in countries which have ratified the Conventions and on
those which have not ratified them;
1. Appeals to member States to take all possible measures to guarantee the
application of these provisions to all women workers;
2. Requests the International Labour Organisation to include the question in the
agenda of a forthcoming session of the International Labour Conference.

XVI

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of
the Conference of the Question of the Employment of
Women with Family Responsibilities

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 consul­
tation of governments, proposals for a Recommendation relating to the employment
of women with family responsibilities;
Decides that an item entitled “The Employment of Women with Family Respon­
sibilities” shall be included in the agenda of its next Ordinary Session for second
discussion, with a view to the adoption of a Recommendation.

XVII

Resolution concerning the Adoption of the Budget for
the 47th Financial Period (1965) and for the Allocation of
Expenses among Member States for 1965

The General Conference of the International Labour Organisation—
In virtue of the Financial Regulations, passes for the 47th financial period,
ending 31 December 1965, the net budget of expenditure of the International Labour
Organisation amounting to $18,684,347 and the net budget of income amounting to
$18,684,347 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.

1 Adopted on 8 July 1964.
2 Adopted on 26 June 1964 by 278 votes to 1, with 33 abstentions.
XVIII

Resolution concerning the Contributions Payable to the I.L.O. Staff Pensions Fund in 1965

The General Conference of the International Labour Organisation—
Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1965 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 1965, 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 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 their 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 1965 in respect of the contributions of the Organisation to the I.L.O. Staff Pensions Fund should be paid to the Fund.

XIX

Resolution concerning Appointments to the I.L.O. Administrative Tribunal

The General Conference of the International Labour Organisation,
In accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organisation,
Appoints the Rt. Hon. the Lord Devlin, P.C., Q.C. (United Kingdom), as judge of the Administrative Tribunal of the International Labour Organisation for a period of three years; and
Appoints Professor H. Armbrüster (Federal Republic of Germany) as deputy judge of the Administrative Tribunal for a period of three years.
This resolution shall take effect immediately.

* Adopted on 26 June 1964.