Resolutions
Adopted by the
International Labour Conference
at Its 49th Session

(Geneva, 1965)
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Resolutions Adopted by the International Labour Conference at Its 49th Session
(Geneva, 1965)

I
Resolution concerning Paid Educational Leave

The General Conference of the International Labour Organisation,
Noting that the development of modern society, which is largely conditioned by scientific and technological progress both in industrialised and in developing countries, calls for new and ever-widening knowledge which cannot be provided solely through initial general schooling and vocational training, and that it is therefore desirable to promote for the workers appropriate continuing education to facilitate their adjustment to contemporary occupational, educational and civic requirements,
Noting that such education enables workers in the developing countries to participate more effectively in the task of economic and social development of their countries and constitutes a positive contribution to the implementation of economic and social development plans,
Noting that some countries have already made progress towards providing a measure of paid educational leave for workers,
Noting that workers who are dependent on their wage or salary, to the extent that they do not yet benefit from paid educational leave, must either sacrifice free time intended for recreation or forgo the possibility of continuing their education, and that it is therefore in their interest that new forms of further education be developed and encouraged;

1. Calls on the governments of all States Members of the International Labour Organisation as well as on the employers’ organisations and trade unions to take effective action by statutory means, through collective agreements or any other means, according to national practice, towards ensuring the access of workers to various types of paid educational leave, as distinct from holidays with pay for recreational purposes, in order to give them the opportunity and incentive to acquire the further education and training which they need to carry out their duties at the workplace and assume their responsibilities as members of the community.

2. Invites the Governing Body of the International Labour Office to request the Director-General to compile information concerning legislative and collective agreement provisions and other arrangements relating to paid educational leave, existing in the States Members of the International Labour Organisation, as well as the methods employed in such States to ensure to workers who benefit from educational leave compensation for wages or salary lost.

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1 Adopted on 23 June 1965 by 207 votes to 41, with 15 abstentions.
3. Invites the Governing Body to request the Director-General to undertake surveys in the light of the above-mentioned studies with a view to the adoption by the International Labour Conference of an international instrument concerning paid educational leave.

II

Resolution concerning the Conditions of Employment of Domestic Workers

The General Conference of the International Labour Organisation,
Considering that in a number of member countries, both developed and developing, domestic workers in many cases are either not protected at all or only insufficiently by legislation or other provisions concerning their working and living conditions,

Considering the urgent need to provide for domestic workers in all member countries the basic elements of protection which would assure to them a minimum standard of living, compatible with the self-respect and human dignity which are essential to social justice,

Considering that in many member countries a considerable lack of experience exists in establishing minimum standards of working conditions in domestic employment,

Considering that as early as 1936 an International Labour Organisation committee dealing with holidays with pay adopted a resolution calling upon the Governing Body to place on the agenda of an early session of the Conference the question of the conditions of employment of domestic workers,

Considering the resolution concerning the conditions of employment of domestic workers adopted by the 31st (1948) Session of the International Labour Conference requesting the Governing Body to consider the advisability of placing on the agenda of a early session of the Conference the question of the status and employment of domestic workers,

Considering the resolutions of the Meeting of Experts on the Status and Conditions of Employment of Domestic Workers which was held from 2 to 6 July 1951, in accordance with the decisions of the Governing Body adopted at its 112th (Geneva, June 1950) and 113th (Brussels, November 1950) Sessions,

Considering the resolution concerning the conditions of employment of domestic workers adopted by the Second African Regional Conference of the International Labour Organisation (Addis Ababa, 30 November to 11 December 1964) inviting the Governing Body to request the Director-General to undertake studies and research on the problems of domestic workers with a view to improvement of their living and working conditions;

1. Urges member States to make all practicable efforts to promote the introduction of protective measures for domestic workers, such as hours of work and other conditions of employment, as well as the training of such workers in accordance with International Labour Organisation standards.

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

(a) to request the Director-General to intensify studies and research on the problems of domestic workers in both rural and urban areas, directing particular consideration to the problems of women workers;

1 Adopted on 23 June 1965.
(b) to request the member States to make available to the Office a comprehensive report on the legal provisions pertaining to domestic workers in their respective countries;

(c) to consider convening a second meeting of experts including, among others, participants from employers' and workers' organisations, to examine, inter alia, the possibility of drafting a model contract or a code of guiding principles for the protection of the working and living conditions of domestic workers;

(d) to consider, on the basis of the above studies and research, placing on the agenda of an early session of the Conference the question of conditions of employment of domestic workers with a view to the adoption of an international instrument.

III

Resolution concerning Vocational Rehabilitation of Disabled Persons ¹

The General Conference of the International Labour Organisation,
Recalling the provisions of the Vocational Rehabilitation (Disabled) Recommendation, 1955,
Reaffirming the importance of the vocational rehabilitation of disabled persons,
Considering the progress in mechanisation and automation since the adoption of the above Recommendation,
Considering that this progress should affect the methods and techniques of training disabled persons;
Invites the Governing Body of the International Labour Office to—

(a) request member States to furnish reports to the Director-General on their law and practice in regard to the matter dealt with in the Recommendation with a view to consideration of the matter by the Committee on the Application of Conventions and Recommendations;

(b) request the Director-General of the International Labour Office to collect and disseminate information on the measures and techniques employed by member States in the rehabilitation and training of disabled persons for new forms of employment;

(c) request the Director-General, in the light of the above, to consider at an appropriate moment the convening of a meeting of experts, including, among others, persons from workers' and employers' organisations, in order to study the problem in the light of new developments.

IV

Resolution concerning the Industrial Activities of the International Labour Organisation ²

The General Conference of the International Labour Organisation,
Considering that lasting peace can be established only if it is based on social justice,

¹ Adopted on 23 June 1965.
² Adopted on 23 June 1965 by 252 votes to 0, with 35 abstentions.
Considering that social justice both at national and international levels cannot be achieved without closely associating workers' and employers' organisations with policy and decision-making dealing with social and economic development,

Considering that at the international level the International Labour Organisation provides the only forum within the framework of the United Nations family in which the representatives of workers and employers enjoy equal status with those of governments,

Considering that on the basis of its structure and in accordance with the aims and purposes as formulated in its Constitution and in the Declaration of Philadelphia the International Labour Organisation is the United Nations agency best equipped for promoting social progress throughout the world,

Considering that the activities of the International Labour Organisation in the industrial field, their results and the experience gained have proved to be of basic value for the over-all activities of the Organisation and very often indispensable for its activities in the field of technical co-operation and standard-setting,

Considering the great contribution which the Industrial Committees and analogous bodies have made to the activities of the Organisation in the industrial field,

Considering that the particular social problems of a number of industries and sectors of employment as well as of the public services have not yet been adequately covered by International Labour Organisation action,

Considering that particular industrial problems may arise and require International Labour Organisation action in certain regions of the world, both developing and industrialised,

Considering that it is necessary for the industrial activities of the International Labour Organisation that the International Labour Office should at all times strive to be abreast of developments in the industrial field, including the public service, and of research into industrial matters, and disseminate the information so obtained, and also initiate such additional studies as may be necessary,

Considering the need of making the activities of the International Labour Organisation in the industrial field more effective;

Invites the Governing Body, when reviewing the programme and structure of the International Labour Organisation, to request, as appropriate, the Director-General and/or the Working Party of the Governing Body on the Programme and Structure of the Organisation, to—

(1) devote particular attention to practical measures which would lead to the strengthening of International Labour Organisation activities in the industrial field;

(2) review the activities of Industrial and analogous Committees with a view to making them more effective, *inter alia*, by improving the methods of preparation and presentation of reports, the functioning of the meetings and the follow-up of their conclusions;

(3) study the most appropriate ways and means through which the industrial activities of the International Labour Organisation could best contribute to the successful implementation of the over-all programme of the International Labour Organisation, for example in the field of standard-setting and technical co-operation, as well as in specific regions of the world;

(4) consider the convening of tripartite and/or bipartite meetings, as appropriate, both for the private and public sectors, to review the situation in the light of the needs and social and economic problems of industries and branches of occupation which
have not yet been dealt with by the International Labour Organisation, and to con­sider the desirability of establishing a joint committee to deal with the problems of the public service;

(5) consider the possibility of setting up a tripartite advisory committee and/or utilising other appropriate means to examine the problems of small-scale industry and handicrafts, particularly in developing countries;

(6) ensure that sufficient staff is allocated to keep under continuing study and disseminate information concerning social problems arising out of economic and other developments in the major industries and sectors of employment, in order that the industrial activities of the International Labour Organisation may be carried out effectively.

V

Resolution concerning the Carrying Out by the
International Labour Organisation of Studies of the Social
and Economic Consequences of Disarmament

The General Conference of the International Labour Organisation,

Convinced that economic and social progress is closely bound up with the preservation and consolidation of peace,

Recognising the immense importance of an agreement on disarmament for the preservation of peace and the achievement of more rapid progress in the economic and social fields for the benefit of mankind,

Fully sharing the hope expressed by the General Assembly in its resolution 1908 (XVIII) and by the United Nations Conference on Trade and Development that the governments of all States will intensify their efforts to achieve an agreement on general and complete disarmament under effective international control, in accordance with the Joint Statement of Agreed Principles for disarmament negotiations, and to achieve agreement on measures which could serve to reduce international tension, lessen the possibility of war and facilitate agreement on general and complete disarmament,

Considering that studies of the economic and social aspects of disarmament, which might serve as a basis for the formulation of principles and methods for deter­mining a policy of economic and social reconversion, could be of primary importance for the improvement of the welfare of workers and that this places a particular responsibility on the International Labour Organisation in this field,

Taking account of the information provided by the Director-General concerning the progress of international studies, including studies undertaken by the International Labour Office for and in collaboration with the Economic Commission for Europe, as well as activities aimed at securing a fuller knowledge of the social and economic consequences of disarmament, and the decisions which have already been taken by the International Labour Organisation concerning this problem,

Having regard to the agreement reached in the Administrative Committee on Co-ordination concerning the preparation of concerted programmes of work and the co-ordination of all studies of the economic and social consequences of disarmament carried out by the United Nations, the specialised agencies and the International Atomic Energy Agency, and the establishment for that purpose of the Inter-Agency Committee,

1 Adopted on 23 June 1965.
Welcoming the statement made by the Director-General concerning the intention of the International Labour Organisation to provide the fullest possible co-operation in the implementation of that agreement,

Taking account of the fact that the Economic and Social Council of the United Nations, in its resolution 1026 (XXXVII) of 11 August 1964, recommended that the activities of the United Nations family of organisations relating to the economic and social consequences of disarmament should be continued and accelerated as far as possible,

Taking account of the report on the economic and social consequences of disarmament (document E/3898 of 3 July 1964 and its addenda) submitted by the Secretary-General of the United Nations to the 37th Session of the Economic and Social Council;

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

(1) to continue to work closely with the Inter-Agency Committee with a view to the inclusion in the concerted programme of studies on the economic and social consequences of disarmament such proposals as may in his judgment be appropriate for studies on that subject and which are directly within the field of competence of the International Labour Organisation;

(2) to prepare for the information of the Governing Body a report on the work already done by the International Labour Organisation in the field of the economic and social consequences of disarmament;

(3) to keep the General Conference and the Governing Body informed of the work of the International Labour Office in this field and of the activities of the Inter-Agency Committee.

VI

Resolution Condemning the Government of Portugal on the Grounds of the Forced Labour Policy Practised by the Said Government in Territories under Its Administration ¹

The General Conference of the International Labour Organisation,

Whereas the Constitution of the International Labour Organisation provides that universal and lasting peace can be established only if it is based upon social justice and that the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries,

Whereas the International Labour Conference has adopted the Forced Labour Convention, 1930, and the Abolition of Forced Labour Convention, 1957,

Whereas the Government of Portugal has ratified these Conventions,

Whereas the United Nations and the International Labour Organisation Ad Hoc Committee on Forced Labour in 1953 and the Commission appointed by the Governing Body in 1961 in accordance with article 26 of the Constitution of the International Labour Organisation have, after finding that these Conventions are not fully applied, made recommendations concerning the measures which should be taken by the Government of Portugal to give full effect to the provisions of these Conventions,

¹ Adopted on 23 June 1965 by 214 votes to 11, with 79 abstentions.
Noting the United Nations General Assembly resolution 1819 (XVII) of 1962, which has affirmed, *inter alia*, that the economic life of Angola is to a large extent based on forced labour;

1. Reaffirms its condemnation of forced labour and all practices involving the use of forced labour.

2. Urges that the necessary action be taken to put an end to these practices, which are contrary to the principles of the International Labour Organisation.

3. Requests the Government of Portugal to give effect without delay to the recommendations of the 1962 Commission of Inquiry of the Governing Body, particularly in so far as they relate to forced labour practices and the sequels of forced labour.

4. Requests the Director-General and the Governing Body to keep the matter under review and to take any appropriate measures to ensure that these recommendations are or shall be implemented and to report to it at an early session.

VII

Resolution concerning the Employment of Young Persons on Surface Work in Mines and Quarries

The General Conference of the International Labour Organisation,

Noting that the Conventions and Recommendations concerning the employment of young persons in underground work in mines of all kinds specifically exclude coverage of young people employed in open-cast mines, open quarries and similar operations,

Considering that such operations may involve risks to the safety and health of young persons which are similar to those encountered in work underground in mines;

Invites the Governing Body of the International Labour Office—

(1) to have a study made of the employment conditions of young persons employed in open-cast mines, open quarries and similar operations; and

(2) to consider the inclusion of this question in the agenda of a future session of the International Labour Conference.

VIII

Resolution concerning Periodic Review of the Effects of the Recommendation concerning the Employment of Women with Family Responsibilities

The General Conference of the International Labour Organisation—

Invites the Governing Body of the International Labour Office to request the Director-General to review at regular intervals to be determined by the Governing Body, the first review to be made not later than 1975, the effects of the Recommendation concerning the employment of women with family responsibilities, in accordance with article 19, paragraph 6 (d), of the Constitution of the International Labour

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1. Adopted on 21 June 1965 by 212 votes to 33, with 15 abstentions.
Organisation with a view to deciding on further action within the International Labour Organisation to redefine the role and status of women in the world of work in realistic relation to the changing pattern of employment opportunities for all workers.

IX

Resolution on Agrarian Reform, with Particular Reference to Employment and Social Aspects

The General Conference of the International Labour Organisation,

Recalling the solemn obligation of the International Labour Organisation under its Constitution to concern itself with the problems of all workers in countries at all stages of development,

Recognising that, as regards the rural sector, the International Labour Organisation is called upon to deal with all categories of workers, whether wage-paid, semi-independent or self-employed,

Bearing in mind the resolution concerning the contribution of the International Labour Organisation to the raising of incomes and living conditions in rural communities, with particular reference to countries in the process of development, adopted at the 44th (1960) Session of the Conference, which led to the establishment of the International Labour Organisation Rural Development Programme,

Recalling the various resolutions adopted by the Economic and Social Council and the General Assembly of the United Nations, and in particular resolution No. 370 (XIII) of the Economic and Social Council of 7 September 1951 which, among other things, recommended "that governments institute appropriate land reforms in the interests of landless, small and medium farmers" and that governments take measures to "provide opportunity for the cultivator to acquire ownership of land" and "take legislative or administrative measures to assist in the reduction of agricultural indebtedness",

Bearing in mind that agrarian reform is an essential factor in rural development and that many aspects of the latter affect agrarian reform, such as the stabilisation of the prices of primary agricultural products and an improvement in the terms of trade of agriculture and the provision of adequate resources for the development of the rural sector,

Bearing in mind, on the one hand, that the complexity of the problems is far beyond the field of action of any one single international agency and on the other hand the nature and scope of the concerted international action programme in the field of agrarian reform and the need for International Labour Organisation activities to be undertaken in full co-ordination and collaboration with the other international agencies concerned, particularly the United Nations and the Food and Agriculture Organisation of the United Nations,

Having examined the report on Agrarian Reform, with Particular Reference to Employment and Social Aspects;

Adopts the following resolution setting forth, with particular reference to employment and social aspects, the nature, scope and objectives of agrarian reform, and the measures to achieve these objectives, as well as suggestions for intensifying and strengthening International Labour Organisation action.

1 Adopted on 22 June 1965.
A. GENERAL CONCLUSIONS

General Considerations

1. Agrarian reform should be considered as denoting comprehensive measures for the improvement of the agrarian structure, including changes in land tenure, that is, reforms that, within the framework of broad programmes, tend to give land to those who work it, improve the position of tenants, hired workers and other categories of agricultural workers, or enlarge the units of cultivation or operation and consolidate fragmented holdings. It also includes the establishment or strengthening of essential governmental or other agencies or services relating to agricultural credit, supply, marketing, training and extension and research. So conceived, the ideal agrarian reform is an integrated programme of measures designed to eliminate obstacles to economic and social development arising out of defects in the agrarian structure, and in particular may be considered as a positive means of providing for a dignified existence, ensuring security of employment, increasing productivity and real incomes, reducing cost of production and raising levels of living in the countryside.

2. Agrarian reforms are thus designed to improve agricultural production and levels of living of the rural population by correcting major defects in the agrarian structure which have been described as being "the uneconomic size of farms; the maldistribution of land ownership with concentration of large estates insufficiently utilised and the landlessness of a large part of the rural population; fragmentation of holdings; the high rents and insecurity of tenure characteristic of many tenancy systems; indebtedness and lack of adequate credit facilities for the small farmer; absence of settled title to land and water; plantation economies which offer low wages and no share in management to the cultivators; ... and in general an unsatisfactory set of incentives for a rising and sustained agricultural production" (see United Nations: Land Reform: Defects in Agrarian Structure as Obstacles to Economic Development (New York, 1951)).

3. Agrarian reforms are therefore essential for the evolution of an agrarian structure favouring the production of more food and fibre to feed and clothe the rapidly growing population, to provide other raw materials for industry and to permit agriculture to make its proper contribution to economic and social development while raising levels of living in the countryside. To achieve these goals agrarian reforms must lead to the removal of social injustice and economic inefficiency, the abolition of the remnants of feudalism and the exploitation of man by man and the misuse of land.

4. No one approach to agrarian reform is of universal application. The objectives of agrarian reform and the measures to be taken to achieve these objectives and the priorities to be established in this respect must take full account of the physical, economic, social, cultural and political conditions prevailing in each country and of the extent to which existing systems of tenure provide adequate social protection to the workers concerned and permit efficient farming.

Objectives of Agrarian Reform (with Particular Reference to Social and Employment Objectives)

5. It should be the object of policy in each country to effect basic adjustments in land tenure and related institutions and structures having, in so far as their social and employment aspects in particular are concerned, the objectives listed below, the priority to be attached to the various objectives depending on conditions in each country:
(a) promoting the widest possible access to land through appropriate and progressive systems of land tenure which provide security of employment and of livelihood as well as opportunities and incentives for economic and social progress to the agricultural population;

(b) correcting large inequalities in the distribution of income, in land ownership and in socio-political status;

(c) ensuring that agricultural holdings are of sufficient size to permit efficient farming, the earning of adequate incomes and the full use of labour and of managerial ability;

(d) encouraging increased agricultural production and improvement in agricultural methods and ensuring that a fair share of the benefits resulting therefrom accrues to the agricultural population;

(e) encouraging the full development of the capacities of the agricultural population and leading to the recognition that farming is a skilled profession and that there is dignity in agricultural work;

(f) ensuring adequate employment, levels of income and living conditions for all elements of the agricultural population;

(g) promoting the fuller and more effective utilisation of rural human resources, whether in agricultural or non-agricultural employment;

(h) providing an adequate institutional structure to favour agricultural and rural development in general;

(i) enabling the rural sector to make a maximum contribution to general economic and social development, while at the same time participating fully in this development, and promoting the bringing of the subsistence sector into the exchange economy.

Measures to Achieve These Objectives.

6. In adopting measures to achieve these objectives particular consideration should be given, in accordance with priorities to be established in each country in the light of its particular conditions, to those referred to in the following paragraphs and which concern primarily social and employment aspects of agrarian reform.

7. An equitable distribution of land ownership—and, where necessary, of rights to water—should be promoted. With respect to land, this might be achieved by such means as the setting of ceilings of individual ownership of land, the acquisition—under such financial arrangements as may be provided by the national legislation—of land in excess of such ceilings and of holdings not fulfilling a social purpose, and the introduction of fiscal policies discouraging private ownership of excessively large holdings.

8. Where water resources are very limited, their control and conservation should be recognised as a primary duty of the government. The basic principle for an integrated national water policy should be that governments should determine the development and use of water as fully as may be required. Water resources should not be the private property of any individual interest for free and unrestricted exploitation, but should be regarded as a national resource to be used in the national interest.

9. The fuller and more intensive use of land should be encouraged through such means as the development and settlement of unused public land and of new lands and the introduction of measures favouring efficient land use. The settlement of new lands should not be considered a substitute for basic agrarian reforms in areas already settled.
10. Land made available through such means as those listed in paragraphs 7 and 9 should be distributed to agricultural workers free of charge or at a reasonable price with due consideration given to their ability to pay. Criteria for the determination of beneficiaries should be established. The holdings to be allocated should be of sufficient size to ensure adequate levels of income and the full utilisation of the labour of the beneficiary and of his family.

11. To facilitate measures relating to the distribution and settlement of land provision should be made for adequately planned land surveys and the registration of titles.

12. The settlement of agricultural populations on new land should be carried out in an orderly and legal manner and the necessary communications facilities and social, educational and technical services should be provided. Measures should be taken to avoid unplanned and unorganised land settlement and to improve such forms of settlement where they prevail.

13. In areas where shifting cultivation is common, or other resource-depleting practices prevail, agrarian reforms should include the progressive introduction of productive and soil-conserving systems of farming.

14. Appropriate safeguards should be introduced to ensure against undue sale or subdivision of holdings made available to individuals under agrarian reform and land settlement programmes. In any case, measures should be envisaged to safeguard against the division of holdings into uneconomic-sized units. Arrangements might be made for granting firm titles in land only after a specific period and on condition that the beneficiary fulfils certain specified obligations, including particularly the practice of good husbandry.

15. Where appropriate, the consolidation of fragmented holdings as well as the enlargement or grouping of very small holdings should be encouraged through the promotion of co-operatives or in accordance with national policy. The public authority should make available grants or other financial assistance to meet major capital costs involved in the process. Especially in areas where rural underemployment and unemployment prevail, local labour resources should be used to the greatest extent possible for carrying out works programmes related to consolidation, using community development and similar approaches wherever appropriate.

16. Provision should be made for improvements in the conditions of tenants and share-croppers and similar categories of agricultural workers. General principles with respect thereto should be established by the competent authority in consultation with occupational organisations where they exist, and provision should be made for written contracts to the extent practicable, for adequate duration of leases, for permissible causes for tenant eviction, for the determination of equitable rents and for compensation for improvements. Machinery should be provided for the settlement of disputes and for the enforcement of the regulations. Special provision should be made for categories of agricultural workers not covered by either tenancy or labour legislation.

17. Personal services and other practices restricting the liberty of the individual should be abolished.

18. Regulations should be introduced and effectively enforced for improving conditions of employment of wage earners in agriculture. Particular attention should be given to the establishment of systems for collective bargaining and of appropriate machinery for the fixing of minimum wages in agriculture.
19. Particular attention should be paid to the education and training of beneficiaries of agrarian reforms. Training should include the use of agricultural extension and, where appropriate, community development methods and be provided both before and during the implementation of reform measures in appropriate programmes. Training should cover general orientation for living in a new environment as well as improved agricultural methods and management related to production, marketing, the use of credit, etc., to prepare the beneficiaries for their role as independent farmers. Special credits should be set aside for training activities and the assignment of personnel for this purpose in the budgets of agrarian reform programmes.

20. Priority should also be given to the training of personnel responsible for the implementation of agrarian reform measures, especially at the local level. Particular attention should be given to the training of lower level personnel, such as local extension agents and practical instructors for the training of beneficiaries. Conditions of employment of agricultural instructors and other personnel in rural areas should be improved so that more and better-qualified staff may be available for assignment to agrarian reform and land settlement programmes. Handbooks and other teaching materials should be adapted to the needs of the countries concerned, and arrangements made for the exchange of such materials among countries having a common language and similar social and economic conditions.

21. High priority should be given to the establishment of efficient marketing systems and other means to ensure that the farmer may find a ready outlet for his produce and to guarantee him stable and remunerative prices on the domestic and international markets. Similarly, efficient distribution systems should be established to bring agricultural products to the consumer at reasonable prices.

22. The organisation and improvement of systems of short- and long-term credit at reasonable rates for productive purposes should be encouraged. Particular attention should be given to systems of supervised credit which combine the extension of credit with technical guidance on its sound use and training and improved agricultural methods, but which should not hamper the farmer in exercising his initiative and taking his responsibilities. Appropriate measures should be taken to relieve agricultural indebtedness and to prevent abuse connected therewith.

23. The special contribution which various forms of co-operatives can make to the successful implementation of agrarian reforms and to the improvement in the levels of living of the beneficiaries should be recognised. These include, among others, suitable voluntary systems of joint land use, savings and credit co-operatives, co-operatives for production, supply, distribution, marketing, for the utilisation and maintenance of machinery, and other services. For the sound growth of co-operative activities institutional arrangements should be made for supervision, for extension services to co-operatives, for systematic training programmes for co-operative office bearers and personnel, as well as for education of members of co-operatives and diffusion of co-operative principles and working methods among the rural population.

24. Special measures should be adopted to protect the interests in land of indigenous and tribal populations in accordance with the provisions of the Indigenous and Tribal Populations Convention, 1957 (No. 107), and Recommendation, 1957 (No. 104), adopted by the International Labour Conference. These populations should benefit on an equal footing with other sectors of the agricultural population from agrarian reform measures, including land settlement projects. Special measures should be adopted where appropriate, after full consultation with their democratically elected representatives, to assure to indigenous and tribal groups adequate land,
taking account of the future growth in their numbers as well as the requirements of soil conservation. Particular attention should be devoted to problems arising out of adjustments in communal tenures as well as to those arising out of transition from tribal to other forms of tenure in line with requirements of economic and social development. Appropriate safeguards to protect the interests of the groups concerned should be taken. Arrangements in areas inhabited by indigenous and tribal groups involving unpaid personal services should be established. In countries with significant nomadic groups consideration should be given to measures aimed at facilitating the establishment of nomads as settled cultivators or stock-keepers or in non-agricultural employment, under conditions which will provide them with opportunities for security of employment and adequate levels of income.

25. Social security measures should make no distinction between wage earners in agriculture and in industry, and it should be the aim of policy to extend adequate and appropriate social security benefits to cover all categories of agricultural workers, including independent and semi-independent workers, as a part of and co-ordinated with general programmes for increasing economic security and improving conditions of life in rural areas. Provisions with respect to benefits should take full account of the particular needs of the agricultural population. In planning the financing of such measures due account should be taken of the special difficulties arising out of low levels of income in agriculture, and appropriate measures should be taken to prevent the benefits provided for agricultural workers from being inferior to those provided for the rest of the population. While the ultimate objective should be the introduction of a comprehensive programme of social security covering a wide variety of risks, this should not prevent the initiation of more limited measures designed to meet the most pressing needs.

26. As an additional measure of providing income security to the agricultural population, systems of crop and livestock insurance should be promoted to protect against natural and marketing hazards which may result in substantial or total loss to the cultivator of his income and his investment in capital and labour. The introduction of co-operative crop and livestock insurance should be encouraged to the fullest extent.

27. Appropriate administrative machinery should be established for the implementation and enforcement of agrarian reforms. Representatives of the various groups of the population concerned with such machinery, especially at the local level, including bona fide representatives of employers’ and workers’ organisations where they exist, should be actively associated therewith. Adequate publicity should be given to agrarian reform measures, and care should be taken to ensure that all pertinent legislative enactments, regulations and information material are issued in languages fully understood by the populations concerned.

28. Agrarian reform measures should make provision for the setting up of procedures for objective and, if appropriate, independent evaluation of progress achieved. To the extent that this is possible, the evaluation should be current and continuous so that weaknesses or defects may be identified immediately and arrangements made for the earliest possible adjustment of the measures relating to the reform.

29. As a means of providing additional opportunities for employment, particularly in developing countries where unemployment and underemployment in the rural sector are serious problems, agrarian reform should be carried out with due regard to the employment objectives of national economic policy. The diversification of agriculture should be encouraged where conditions permit, so as to make fuller use of the farmer’s labour and to increase his income. Similarly, strenuous efforts should
be made to expand all feasible non-farm employment opportunities in rural areas, including primary processing, viable handicrafts and small-scale industries. To the greatest extent possible, local workers should be employed, making the most effective use of scarce capital, in construction and other activities associated with agrarian reform and land settlement programmes, and designed to benefit the rural population as a whole. Similarly, local labour should also be employed on public works programmes in rural areas to build up the infrastructure. In devising such measures for expanding employment opportunities in rural areas, use should be made of community development techniques whenever appropriate. Workers should be assisted in taking advantage of any employment opportunities that might develop in other economic activities. Appropriate training programmes should be organised to give the workers concerned the necessary skills required for the different occupations mentioned above.

30. For the effective formulation and implementation of agrarian reform measures, special importance should be attached to promoting the development of agricultural associations, especially peasants' and tenants' organisations and trade unions, so as to enable them to participate in the elaboration of agrarian reform programmes as well as to give expression to and defend the interests of these various categories of agricultural workers, and to contribute to the general objectives of development.

31. The competent authority should undertake programmes for general improvement in living conditions in rural areas and the provision of various facilities and amenities, making full use of the community development approach.

32. It should be the objective of national policy to promote a proper balance between agriculture and industry in such a way that each may contribute to and benefit from development in the other. Employment policy in particular should be formulated with these considerations in mind.

33. Appropriate safeguards should be applied to ensure that the relevant international labour Conventions and Recommendations are observed in the process of agrarian reform programmes, in particular those concerned with conditions of employment, minimum wage-fixing machinery and vocational training in agriculture, the rights of association of agricultural workers, and freedom from forced labour.

B. ADDITIONAL CONCLUSIONS CONCERNING THE TRAINING OF BENEFICIARIES OF AGRARIAN REFORM AND OF PERSONNEL REQUIRED FOR THE EFFECTIVE IMPLEMENTATION OF SUCH REFORMS

General Principles

34. The implementation of any programme of agrarian reform, including land settlement projects, depends on the availability of qualified personnel during the planning, initiation and implementation stages, and adequate provision for training of such personnel should be made.

35. The competent authority should include in the budgets for agrarian reform programmes adequate provision for the payment of the staff, including extension agents, necessary for the implementation of the programme as well as for the training of future personnel, the number of whom will necessarily increase as the projects develop.
36. Budgetary provision should also be made for the training of beneficiaries of agrarian reform measures in order to enable them better to face the various problems which will confront them.

37. The training programme for beneficiaries and for technical personnel alike should take account of—

(a) the physical environment in which the agrarian reform is to be undertaken;
(b) the general policy of the government with respect to food and agriculture as it affects the type of agrarian structure and method of cultivation to be introduced, the crops and livestock to be produced and the relations between cultivators and between the latter and the State.

**Persons to Be Trained**

**Beneficiaries of Agrarian Reform.**

38. The beneficiaries of agrarian reform measures, including land settlement projects, should receive adequate training, taking due account of the background of the beneficiaries on the one hand, and of the environment to which they may need to adapt themselves on the other. The important role of an agricultural extension service should be recognised.

39. The training to be given should concentrate in the first place on improving agricultural methods so as to permit those who receive land under agrarian reform to obtain as rapidly as possible adequate returns from their holding. It should also include training in farm management such as to assist those beneficiaries in adapting themselves to passing from the status of share-cropper or hired worker to that of independent farmer. Where necessary, the training should also provide general orientation with respect to the new areas in which the beneficiaries may have to live.

40. Careful consideration should be given to the place in which the training should take place. Depending on individual circumstances, training might be given either in the area in which the beneficiaries are to be established or at appropriate centres.

41. Consideration should be given to the advantages of establishing beneficiaries in homogeneous groups so as, on the one hand, to make it easier for the group to adapt itself, and, on the other hand, to facilitate the training process.

**Personnel Required for the Implementation of Agrarian Reforms.**

42. The personnel to be trained include both those concerned with the planning of agrarian reform measures and those responsible for their implementation. The former, having generally already received higher education, should primarily receive—through short courses, seminars and the diffusion of reports on agrarian reform measures in other countries—general orientation on the problems arising in the implementation of agrarian reforms and the different approaches used in different countries.

43. The staff called upon to implement agrarian reform measures should be available on a permanent basis to ensure that the programmes are effectively carried out. These technicians, who will for the most part be specialists in certain fields, should be given special training so that they may adapt their knowledge to the specific requirements of the reform measure being introduced. Special attention needs to be devoted to the selection of such personnel, particularly as concerns their ability to adapt themselves rapidly to new conditions and to living under difficult conditions.
Methods of Training

44. The training of beneficiaries should be essentially practical and have reference not only to basic training in agricultural methods, but also to training them to bring their holdings rapidly under cultivation. For practical training particular consideration should be given to agricultural extension methods and to the setting-up of demonstration plots, preferably on the holding of one of the beneficiaries. The training should also cover those elements necessary for the preparation of the beneficiaries for living in newly established communities. It would be particularly desirable to give the beneficiaries general education in co-operative organisation so as to enable them to understand the use of co-operative methods and properly to run the associations they may set up.

45. In the training of technical personnel consideration should be given to the following:

(a) all available institutions for education and training in agriculture should be orientated towards training a sufficient number of personnel with the necessary qualifications at all levels. Particular attention should be given to the practical training of personnel in direct contact with the cultivators, such as extension agents. Such personnel should be available at the very early stages of implementation to assist cultivators in establishing themselves and thus help to avoid early mistakes which may jeopardise the future of the projects;

(b) as one means of obtaining rapidly the necessary training personnel, consideration should be given to providing complementary training to technicians, including extension agents, already having basic training, so that they may be assigned to agrarian reform projects;

(c) particular consideration should be given to the organisation of refresher courses for all personnel concerned with the implementation of agrarian reform measures such as to enable them to keep abreast of recent developments and new techniques or approaches.

C. ADDITIONAL CONCLUSIONS ON THE ROLE OF CO-OPERATIVES IN AGRARIAN REFORM

46. In view of their importance as a means of promoting general economic and social progress, of directly associating the rural population with the development process and because of their educational and cultural value, co-operatives should be considered as having a vital role to play in programmes of agrarian reform.

47. Co-operatives should be used as a means of assessing the problems and interests of the rural population for the planning and preparation of agrarian reform measures. They should also serve for channelling information among agriculturists and making the purposes, principles and methods of such reforms understood.

48. Co-operatives should be promoted to facilitate the implementation of agrarian reform measures, to contribute to the achievement of the aims and objectives of such reforms and to ensure that in the long run there is substantial improvement in the living and working conditions of the beneficiaries.

49. Particular attention should be paid to the development of appropriate forms of co-operatives adapted to given local conditions and to the various patterns and phases of agrarian reform. They should, by all means available, enable cultivators to operate holdings efficiently and productively and allow for the greatest possible initiative and participation of the membership.
50. Where appropriate, suitable voluntary forms of co-operative land use should be encouraged. Their activities may range from the organisation of certain services and farming operations in common to the complete pooling of land, labour and equipment.

51. Where appropriate, the voluntary consolidation of fragmentary holdings through co-operatives should be encouraged.

52. In cases where measures are being envisaged for the transfer of ownership or division of large estates, due consideration should be given to the organisation of co-operative systems of holding and/or cultivation. At the same time, adequate provision should be made for the supply of services and technical guidance to those who work the land.

53. The establishment of co-operatives should also be considered in connection with land settlement schemes, especially as regards land reclamation and improvement measures and the organisation of joint services and farming operations for settlers.

54. Development of thrift and credit co-operatives and co-operative banks should be encouraged among the beneficiaries of agrarian reforms as well as among other small farmers for the purpose of—

(a) providing loans to cultivators for the purchase of equipment and other farm requisites;

(b) encouraging and assisting cultivators to save and accumulate capital;

(c) advancing loans to, and promoting thrift among, especially, those agricultural families, including hired workers, who normally would not have access to established sources of credit;

(d) facilitating the implementation of special governmental credit schemes through an efficient channelling of loans to beneficiaries and appropriate supervision of the use made of such loans and timely reimbursement.

55. The development of supply, marketing or multi-purpose co-operatives should be encouraged for the purpose of—

(a) the joint purchase and supply of farm requisites of good quality on favourable terms;

(b) the supply of basic domestic requirements for all categories of agricultural workers;

(c) the joint conditioning, processing and marketing of agricultural products.

56. Wherever possible, supply, credit and marketing functions should be linked so that the members may benefit to the maximum extent both in economies in the purchase of requisites and from higher proceeds from the sale of produce. This may be achieved either through setting up multi-purpose co-operatives or through membership in several specialised co-operative societies.

57. Encouragement should be given to the development of co-operatives providing farmers with other services contributing to an improvement in methods of farming and in the economic and social status of the agricultural population. Such institutions might include those relating to the joint use of farm machinery, electrification, livestock breeding, the provision of veterinary and pest-control services, facilities for irrigation, crop and livestock insurance, etc.
58. With a view to improving employment opportunities, working conditions and income, landless agricultural workers should be assisted, where appropriate, to organise themselves voluntarily into labour-contracting co-operatives.

59. Where appropriate, agricultural co-operatives in the reform zones should be encouraged to form federations to engage in such activities which their local associations could only perform at higher cost or not at all.

60. Due consideration should also be given to the encouragement and development of other types of co-operative activities providing for full- or part-time non-agricultural employment for members of beneficiaries' families (e.g. crafts, home or cottage industries), adequate distribution of consumer goods and social services which the State may not always be in a position to provide (viz. health, education culture, recreation, transport).

61. To permit co-operatives of the various types to play their full role in agrarian reform, the competent authority should pay special attention to—

(a) the framing and application of appropriate co-operative legislation, rules and by-laws;

(b) the establishment of competent promotional agencies;

(c) the provision of adequate technical guidance;

(d) the training of promoters, co-operative office bearers and staff, as well as the systematic education of members in co-operative principles and working methods;

(e) the provision of adequate sources of credit for co-operatives.

62. The interchange and dissemination of information on co-operative structures, their setbacks and achievements related to agrarian reform should be encouraged by all possible means so that the experience acquired may be made available to the largest possible number of countries.

D. ACTION BY THE INTERNATIONAL LABOUR ORGANISATION

63. In the spirit of the concerted international action programme and in keeping with prevailing practice and existing co-ordinating machinery, the suggested International Labour Organisation activities indicated below—in the fields of study and research, technical co-operation and standard-setting and related activities—should be undertaken in full co-ordination of work and appropriate collaboration with the other agencies concerned, especially the United Nations and the Food and Agriculture Organisation of the United Nations.

Studies and Research

64. In the various studies and research activities of the International Labour Organisation in such fields as those relating to rural employment, rural training, co-operatives, handicrafts and small-scale industries and indigenous and tribal populations, due attention should be given to problems concerning changes in agrarian structure.

65. To the greatest extent possible, research should include field investigations, including the use of case studies, where appropriate.

66. The widest use should be made of the work of research bodies in member countries. Where appropriate, arrangements for active collaboration with national, regional and international research bodies should be envisaged.
67. Priority should be given to practical research activities which can help governments in dealing with the many complicated problems related to agrarian reforms, particularly with respect to implementation. Studies should contain quantitative data wherever possible and appropriate. The International Labour Organisation, along with the other agencies concerned, should act as a clearing-house for information on relevant aspects of agrarian reform and related matters.

68. Particular attention should be given to the following subjects:
(a) the impact of agrarian reforms on employment, incomes, production, productivity and living conditions in rural areas; the social effects of structural and technological changes in rural areas and the implications of such changes in the rural sector on employment in the urban sector and vice versa;
(b) the nature, causes and effects of rural-urban and other migratory movements of rural workers;
(c) practical measures for promoting the fuller utilisation of human resources in rural areas;
(d) the influence of changes in agrarian structure on part-time farming, particularly with respect to implications in relation to employment and levels of living;
(e) living and working conditions of tenants and share-croppers and similar categories of agricultural workers and measures to improve them; establishment of standard terminology in the official languages of the International Labour Organisation in respect to these;
(f) factors encouraging or restricting vertical social mobility among the agricultural population;
(g) social, cultural and economic factors in changes in land tenure and land settlement, with particular reference to those leading to success and failure;
(h) problems arising out of adjustment in communal or tribal tenures, including the sedentarisation of nomadic and semi-nomadic groups;
(i) selected patterns of organising production in rural areas, especially in relation to the problem of uneconomic-sized holdings;
(j) various types of co-operatives and analogous organisations for production, supply, marketing and services in agriculture and in small-scale industries, including new avenues and forms of co-operative action of a promising nature; institutional changes in the organisation of marketing, processing and credit needed to ensure maximum benefits to agricultural workers from the point of view of employment, income and incentives;
(k) the role of local councils and occupational and other voluntary organisations in rural areas, and ways and means of encouraging their development and their active participation in promoting rural progress;
(l) employment impact of community development programmes;
(m) methods and organisation of training programmes designed for—
   (i) beneficiaries of land redistribution and land settlement programmes and of other programmes to improve conditions of agricultural workers,
   (ii) personnel responsible for implementing such programmes at the local level;
(n) factors related to the acceptance of improved techniques among farmers, obstacles to the diffusion of such knowledge and how these may be overcome;
(o) methods of evaluation of the social and employment effects of agrarian reforms and related rural development measures.
Technical Co-operation

69. In collaboration where appropriate with other international organisations concerned, and especially the United Nations, the Food and Agriculture Organisation of the United Nations and the World Food Programme, the International Labour Organisation should assist governments requesting such aid in the formulation and execution of comprehensive and integrated programmes of agrarian reform, particularly with respect to—

(a) the introduction of appropriate measures to correct defects in the agrarian structure, in order to ensure an increase and a more equitable distribution of income in agriculture, and to promote the security of employment and of livelihood and to enhance the dignity of agricultural workers of all categories;

(b) the preparation and drafting of appropriate legislation for the protection of agricultural workers of all categories and for its effective application and enforcement;

(c) the establishment of appropriate government services responsible for the improvement of conditions of life and work of agricultural workers of all categories and generally for social and economic progress in rural areas;

(d) the planning and implementation of land settlement projects which increase agricultural production and provide additional employment opportunities and means of livelihood, ensuring that spontaneous land settlement is carried out in an orderly and legal manner;

(e) the implementation of programmes for promoting the fuller and more diversified utilisation of human resources in rural areas (in agriculture, in related occupations, in handicrafts and small-scale industries, in construction work, etc.);

(f) the organisation of appropriate systems of vocational training in connection with agrarian reforms, including land settlement projects, so as to develop and improve skills in agriculture and in rural crafts and to enable improvements to be made in agricultural equipment, in housing and in rural community construction;

(g) implementing comprehensive and multi-purpose rural development and community development projects in conjunction with agrarian reform measures, including those aimed at integrating indigenous and tribal groups into the economic and social life of the nation;

(h) promoting the development of various forms of co-operative organisation in rural areas and the training of the necessary co-operative personnel at all levels;

(i) assisting in the practical introduction of price arrangements with a view to ensuring remunerative prices to the primary producer.

Standard-Setting and Related Activities

70. The Conference recommends to the Governing Body to place on the agenda of the 51st and following sessions of the International Labour Conference, as a follow-up to the item already included in the agenda of the 49th Session in 1965, the question of agrarian reform as regards those aspects within the competence of the International Labour Organisation, after consultation with the United Nations and the specialised agencies concerned, especially the Food and Agriculture Organisation of the United Nations, with a view to the preparation of appropriate instruments, including an item on the subject of the improvement of the living and working conditions of tenants and share-croppers and similar categories of agricultural workers,
71. The Conference further requests the Governing Body to give consideration to action by the International Labour Conference on appropriate aspects of the role of co-operatives in agrarian reform and the training of beneficiaries of agrarian reforms and of the personnel required for the effective implementation of such reforms.

72. The Conference further requests the Governing Body to continue to take every opportunity of bringing before the International Labour Conference, regional conferences, and technical and other meetings organised by the International Labour Organisation, the importance of measures being taken to improve agrarian structures and other structures which affect rural development and to introduce related institutional adjustments such as to promote social justice.

73. Consideration should also be given, whenever appropriate, to the review and possible revision of international standards concerning all categories of rural workers with a view to improving the effectiveness of such standards in promoting the economic and social well-being of these workers.

X

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of the Role of Co-operatives in the Economic and Social Development of Developing Countries ¹

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Recommendation relating to the role of co-operatives in the economic and social development of developing countries;

Decides that an item entitled "The Role of Co-operatives in the Economic and Social Development of Developing Countries" shall be included in the agenda of its next ordinary session for a second discussion, with a view to the adoption of a Recommendation.

XI

Resolution concerning the Adoption of the Budget for the 48th Financial Period (1966) and the Allocation of Expenses among Member States for 1966 ²

The General Conference of the International Labour Organisation—

In virtue of the Financial Regulations, passes for the 48th financial period, ending 31 December 1966, the net budget of expenditure of the International Labour Organisation amounting to $20,337,871 and the net budget of income amounting to $20,337,871 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 22 June 1965 by 200 votes to 0, with no abstentions.
² Adopted on 17 June 1965 by 305 votes to 0, with 43 abstentions.
Resolution concerning the Contributions Payable to the I.L.O.
Staff Pensions Fund in 1966

The General Conference of the International Labour Organisation—

Decides that the contribution of the International Labour Organisation to the
Pensions Fund for 1966 under article 7, paragraph (a), of the Staff Pensions Regula-
tions shall be 14 per cent. of the pensionable emoluments of the members of the Fund;

Decides that, for the year 1966, 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 1966 in respect of the contribution of the Organisation
to the I.L.O. Staff Pensions Fund should be paid to the Fund.

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

The General Conference of the International Labour Organisation—

Appoints to the Administrative Board of the I.L.O. Staff Pensions Fund for a
period of three years until 8 October 1968, and to the I.L.O. Staff Pension Committee
(United Nations Joint Staff Pension Fund) for a period of three years until 10 July
1968 the following members and substitute members of these bodies, namely—

Members.

Mr. H. S. Kirkaldy (United Kingdom), former Professor of Industrial Relations,
University of Cambridge; former substitute member of the Governing Body
of the International Labour Office.

Mr. P. Juhl-Christensen (Denmark), Director, International Relations Depart-
ment of the Ministries of Labour and Social Affairs.

Mr. André Heilbronner (France), Counsellor of State.

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.

Mr. Bengt Hamdahl (Sweden), Director of Legal Affairs, Ministry of Social
Affairs.

1 Adopted on 16 June 1965.
XIV

Resolution concerning Amendments to the Regulations of the I.L.O. Staff Pensions Fund

The General Conference of the International Labour Organisation—

Decides to amend the Regulations of the I.L.O. Staff Pensions Fund in accordance with the texts which appear on pages II and III of the Provisional Record, No. 5.

(These texts are reproduced below. The new text is in italic type; brackets denote passages to be deleted.)

PROPOSED AMENDMENTS TO THE REGULATIONS OF THE I.L.O. STAFF PENSIONS FUND

Article 7

The International Labour Organisation shall contribute to the Pensions Fund—

(a) unchanged;

(b) on 1 July 1961 and thereafter annually on 1 January, through 1 January 1974, the sum necessary to provide for the amortisation over a period of 14 years of the amount by which the actuarial reserve of the Pensions Fund requires to be increased to meet the obligations under these Regulations as amended with effect from 1 April 1961; and, annually from 1 January 1967 through 1 January 1974, the additional sum necessary to provide for the amortisation over a period of eight years of the amount by which the actuarial reserve requires to be increased to meet the obligations under these Regulations as amended with effect from 1 March 1965.

Article 9

(f) With effect from [1 April 1961] 1 March 1965 the retiring pension of an official whose contract of employment expired prior to 1 April 1961 shall not in any case exceed [40,250] 45,080 Swiss francs or the equivalent of that amount in the currency of the pension at the effective date of its award.

Article 12bis

3. [In the case of an official who is subject to the I.L.O. Staff Regulations and whose contract of employment expires after 31 March 1961 and prior to 31 March 1964, the emoluments by reference to which a retiring pension, an invalidity pension or a pension in case of death are calculated, shall be determined as though the definition of "Pensionable Remuneration" in the Staff Regulations had applied throughout the last three years of service, except that the adjustment of 5 per cent. provided for in that definition in respect of officials in the Professional category and above shall be deemed to have become effective not earlier than 1 January 1959.] In the case of an official whose contract of employment expires after 28 February 1965 and in respect of whom a retiring pension, an invalidity pension or a pension upon death becomes payable, that pension shall be calculated as if any elements of the official's pensionable remuneration which prior to 1 March 1965 had been determined on the basis of the half-gross level of remuneration in accordance with article 3.1.1 of the Staff Regulations or in accordance with conditions of service fixed by the Director-General under article 0.2 (c) of the Staff Regulations, had been determined by reference to the gross level of remuneration.

Article 32

7. Subject to paragraph (f) of article 9, the amounts of retiring, invalidity and widows' pensions in payment on 1 March 1965 in respect of former officials whose contracts of employment expired prior to 1 April 1961, other than former officials of Branch Offices of the International Labour Office, shall be increased uniformly by 12 per cent. with effect from 1 March 1965.

8. Pensions in payment on 1 March 1965 in respect of former officials whose contracts of employment expired after 31 March 1961 shall be recalculated as if any elements of the official's pensionable remuneration which had been determined on the basis of the half-gross level of remuneration, in accordance with article 3.1.1 of the Staff Regulations or in accordance with conditions of service fixed by the Director-General under article 0.2 (c) of the Staff Regulations, had been determined by reference to the gross level of remuneration; and the recalculated amounts of these pensions shall be payable with effect from 1 March 1965.

1 Adopted on 16 June 1965.
XV

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

The General Conference of the International Labour Organisation—
Decides that, with effect from 1 March 1965, the pensions payable by the Pensions
Fund of the Judges of the former Permanent Court of International Justice shall be
increased by 12 per cent.;
Decides that the increase in annuities of Dutch florins 5,960 per annum shall be
financed from the accumulated assets of the Fund; it being understood that in the
event of the accumulated assets later proving insufficient to cover the payment of all
outstanding pensions the Director-General would submit proposals for consideration.

XVI

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

The General Conference of the International Labour Organisation—
In accordance with article III of the Statute of the Administrative Tribunal;
Appoints Mr. Thurgood Marshall (United States) and Mr. A. T. Markose (India) as deputy judges of the Administrative Tribunal for a period of three years; and
Extends the term of office of Mr. Maxime Letourneur (France) as judge of the
Tribunal for a further period of three years.
This resolution shall take effect immediately.

1 Adopted on 16 June 1965.