



FIFTH ITEM ON THE AGENDA

Flag of the International Labour Organization

1. During the 291st Session of the Governing Body, the Committee on Legal Issues and International Labour Standards had before it a paper¹ prepared by the Office containing proposals relating to the adoption of an ILO flag, along with regulations for its use.
2. In general, the proposals were endorsed by the Committee. The Worker members, in particular, supported the adoption of an ILO flag provided that it contained the traditional symbol of the ILO, a proviso which the Office should ensure was contained in the draft resolution to be drawn up.
3. The Governing Body, endorsing the Committee's recommendation, authorized the Office to draw up a draft resolution for the adoption of an ILO flag, along with draft regulations for its use, to be examined by the Committee on Legal Issues and International Labour Standards at the 292nd Session of the Governing Body (March 2005), in view of its report to the International Labour Conference.
4. A draft resolution of the International Labour Conference to that effect is therefore attached to this document as Appendix I for the consideration of the Committee in view of its report to the Conference by the Governing Body.
5. As regards the regulations for the use of the flag, the Office would propose to split them into two documents: a code for the use of the flag of the International Labour Organization embodying the most important provisions and a set of regulations for the implementation of the code, to be adopted by the Governing Body. The draft code and draft regulations are attached to this document, as Appendix II.
6. *The Committee may wish to recommend to the Governing Body that it approves:*
 - (a) *the draft resolution concerning the flag of the International Labour Organization with a view to its adoption by the International Labour Conference; and*

¹ GB.291/LILS/7/1.

- (b) the code and regulations for the use of the flag of the International Labour Organization subject to their coming into force after adoption by the Conference of its resolution concerning the flag of the International Labour Organization.***

Geneva, 18 January 2005.

Point for decision: Paragraph 6.

Appendix I

Draft resolution concerning the flag of the International Labour Organization

The General Conference of the International Labour Organization,

Mindful of the necessity to allow the Organization to be given the visibility it might need,

Noting that other international organizations of the United Nations system have adopted, through their competent organs, flags carrying their respective emblems,

Considering that the emblem, approved by the Director-General in Instruction No. 325 of 1 September 1967, is universally recognized as the International Labour Organization's logo,

Noting that the Governing Body of the International Labour Office has adopted the Code and the regulations for the use of the flag of the International Labour Conference under the reservation that they come into force after the adoption of this resolution,

1. decides that a flag of the International Labour Organization is adopted which bears the emblem approved by the Director-General in Instruction No. 325 of 1 September 1967;
2. takes note of the Code and regulations for the use of the flag of the International Labour Organization adopted by the Governing Body.

Appendix II

(a) **Draft flag code of the International Labour Organization**

1. *Design of flag*

The flag of the International Labour Organization shall be the official emblem of the International Labour Organization centred on a United Nations blue background. Such emblem shall appear in white on both sides of the flag except where otherwise prescribed by the regulations. The flag shall be made in such sizes as may, from time to time, be prescribed by the regulations.

2. *Dignity of flag*

The flag shall not be subjected to any indignity.

3. *Flag protocol*

1. The flag of the International Labour Organization shall not be subordinated to any other flag.
2. The manner in which the flag of the International Labour Organization may be flown, in relation to any other flag, shall be prescribed in the regulations.

4. *Use of flag by the International Labour Organization*

1. The flag shall be flown:
 - (a) from all buildings, offices and other property occupied by the International Labour Organization;
 - (b) from any official residence when such residence has been so designated by regulation;
 - (c) the flag shall be used by any unit acting on behalf of the International Labour Organization such as any committee or commission or other entity established by the International Labour Organization, in such circumstances not covered in this code as may become necessary in the interests of the International Labour Organization.

5. *Use of flag generally*

The flag may be used in accordance with this flag code by Governments, organizations and individuals to demonstrate support of the International Labour Organization and to further its principles and purposes. The manner and circumstances of display shall conform, in so far as appropriate, to the laws and customs applicable to the display of the national flag of the country in which the display is made.

6. *Prohibition*

The flag shall not be used in any manner inconsistent with this code or its regulations. On no account shall the flag or a replica thereof be used for commercial purposes or in direct association with an article of merchandise. The Director-General may deviate from this principle in special circumstances, such as the celebration of an anniversary of the Organization.

7. *Mourning*

The Director-General shall prescribe by regulation or otherwise the cases in which the flag shall be flown at half mast as sign of mourning.

8. Manufacture and sale of flag

1. The flag may be manufactured for commercial purposes only upon written consent of the Director-General.
2. Such consent shall be subject to the following condition:

The manufacturer shall ensure that every purchaser of the flag receives a copy of this code and the regulations for implementing it and is informed of the conditions, set out in this code and its regulations, on which the flag may be used.

9. Violation

Any violation of this flag code and its regulations shall be punished in accordance with the laws of the country in which it takes place.

10. Regulations and amendments

The Governing Body, upon the Director-General's proposal, is empowered to make or revise the regulations for implementing this code and to amend the code, as appropriate.

(b) Draft regulations for the use of the flag of the International Labour Organization

These regulations are issued in pursuance of article 10 of the International Labour Organization flag code.

I. DIMENSIONS OF FLAG

1. In pursuance to Article 1 of the flag code the proportions of the International Labour Organization flag shall be:
 - (a) hoist (width) of the International Labour Organization flag – 2;
flag (length) of the International Labour Organization flag – 3;
or
 - (b) hoist (width) of the International Labour Organization flag – 3;
flag (length) of the International Labour Organization flag – 5;
or
 - (c) the same proportions as those of the national flag of any country in which the International Labour Organization flag is flown.
2. The emblem shall in all cases be one-half of the hoist of the International Labour Organization flag and entirely centred.

II. FLAG PROTOCOL

The International Labour Organization flag may be displayed as follows:

1. General provisions
 - (a) The International Labour Organization flag may be displayed alone or with one or more other flags.
 - (b) When the International Labour Organization flag is displayed with one or more other flags, all the flags must be displayed on the same level and be of approximately equal size.
 - (c) On no account may any flag displayed with the International Labour Organization flag be displayed on a higher level than the International Labour Organization flag or be larger than it.
 - (d) The International Labour Organization flag may be displayed on either side of any other flag without being deemed to be subordinated to any such flag within the meaning of Article 3, paragraph 1, of the International Labour Organization flag code.

- (e) The International Labour Organization flag should normally only be displayed on a building or flagstaff from sunrise to sunset. The International Labour Organization flag may also be displayed at night in exceptional cases.
 - (f) The International Labour Organization flag should never be used as drapery of any sort, never festooned, drawn back, nor up, in folds, but always allowed to fall free.
2. Closed circle of flags
- Other than in a circle of the flags of the United Nations and other specialized agencies, the International Labour Organization flag should not, in principle, be made part of a circle of flags. When flags are placed in a circle, the flags, other than the International Labour Organization flag, should be displayed in the French alphabetical order of the countries represented reading clockwise. The International Labour Organization flag should always be displayed on the flagpole in the centre of the circle of flags or in an appropriate adjoining area.
3. Line, cluster or semicircle of flags
- In line, cluster or semicircle groupings all flags other than the International Labour Organization flag shall be displayed in the French alphabetical order of the countries represented starting from the left. In such cases, the International Labour Organization flag should either be displayed separately in an appropriate area or in the centre of the line, cluster or semicircle or, in cases where two International Labour Organization flags are available, at both ends of the line, cluster or semicircle.
4. National flag of the country in which the International Labour Organization flag is displayed
- (a) The national flag of the country should appear in its normal position according to the French alphabetical order of the countries.
 - (b) When the country concerned wishes to make a special display of its national flag, the flags should be arranged in a line, cluster or semicircle and the national flag placed at each end of the line, cluster or semicircle separated from the grouping by an interval of not less than one-fifth of the total length of the line.

III. USE OF FLAG GENERALLY

- 1. Under article 5 of the International Labour Organization flag code, the International Labour Organization flag may be used to demonstrate the support of the International Labour Organization and to further its principles and purposes.
- 2. It is considered especially appropriate that the International Labour Organization flag should be displayed on the following occasions:
 - (a) on the national day of the country in which the flag is displayed;
 - (b) on the occasion of any official event, particularly in honour of the International Labour Organization; and
 - (c) on the occasion of any official event which might or is desired to be related in some way to the International Labour Organization.

IV. PROHIBITIONS

- 1. In accordance with article 6 of the International Labour Organization flag code, on no account shall the International Labour Organization flag or replica thereof be used for commercial purposes or in direct association with an article of merchandise.
- 2. Furthermore, neither the International Labour Organization flag nor any replica thereof shall be stamped, engraved or otherwise affixed on any stationery, books, magazines, periodicals or other publications of any nature whatsoever in a manner such as could imply that any such stationery, books, magazines, periodicals or other publications were published by or on behalf of the International Labour Organization unless such is in fact the case or in a manner such as has the effect of advertising a commercial product.
- 3. Subject to the provisions of paragraphs 2 and 4 of this section, and with the exception of articles manufactured for presentation or sale to participants in the various meetings of the International Labour Organization, neither the International Labour Organization flag nor any replica thereof should be affixed in any manner on any article of any kind. Subject to the same exceptions, the

International Labour Organization flag should not be reproduced on articles made of cloth, leather, material, synthetic material, etc.

4. The International Labour Organization flag may be manufactured in the form of a lapel button.
5. Subject to the special cases mentioned in paragraphs 2, 3 and 4, no mark, insignia, letter, word, figure, design, picture or drawing of any nature shall ever be placed upon or attached to the International Labour Organization flag or placed upon any replica thereof.

V. MOURNING

1. In accordance with article 7 of the International Labour Organization flag code, whenever the Director-General of the International Labour Organization proclaims that the International Labour Organization is in official mourning, the International Labour Organization flag, wherever displayed, shall mark such an event by being flown at half mast during the period of official mourning.
2. Heads of offices and heads of International Labour Organization missions away from headquarters are authorized by the Director-General to lower the International Labour Organization flag to half mast in cases where they wish to follow official mourning in the country in which such offices or missions have their headquarters.
3. The International Labour Organization flag when displayed at half mast should first be hoisted to the peak for an instant and then lowered to the half mast position. The flag should again be raised to the peak before it is lowered for the day. By "half-mast" is meant lowering the flag to one-half the distance between the top and bottom of the mast.
4. Crepe streamers may be affixed to flagstaffs flying the International Labour Organization flag in a funeral procession only by order of the Director-General of the International Labour Organization.
5. When the International Labour Organization flag is used to cover a casket, it should not be lowered into the grave or allowed to touch the ground.