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**Resolutions ... 24906**  
**Adopted by the**  
**3) International Labour Conference, 52nd session,**  
**at Its 52nd Session** *Geneva, 1968*

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# **Resolutions Adopted by the International Labour Conference at Its 52nd Session**

*(Geneva, 1968)*

## **I**

### **Resolution concerning Action by the International Labour Organisation in the Field of Human Rights and in Particular with Respect to Freedom of Association <sup>1</sup>**

The General Conference of the International Labour Organisation,  
Referring to the resolution concerning the contribution of the International Labour Organisation to the International Year for Human Rights in 1968, adopted on 20 June 1966,

Noting the Proclamation of Teheran adopted at the International Conference on Human Rights,

Reiterating the notable role the International Labour Organisation has been playing and will have to continue to play in the advancement of respect of human rights everywhere,

Considering with satisfaction the action so far undertaken by the Director-General to celebrate the International Year for Human Rights, and in particular the Report to this Conference entitled *The I.L.O. and Human Rights*,

Considering that certain important fundamental principles laid down in the Universal Declaration of Human Rights (1948) have largely been inspired by and are closely interrelated with those contained in the Constitution of the International Labour Organisation and in the Declaration of Philadelphia,

Recalling the resolution concerning the international Covenants on human rights and the measures which the International Labour Organisation should adopt in regard thereto, adopted on 29 June 1967, in which the Conference noted that the international Covenants on human rights and the international labour Conventions differ in their scope and in the nature and extent of the protection they provide, and in which the Conference also decided to take the provisions of the Covenants into consideration, as soon as they came into force, in the development of the standard-setting activities of the International Labour Organisation, on the basis of the comparative study of the relevant provisions in the above-mentioned Covenants and the international labour Conventions and Recommendations adopted in this field, asked for by the aforesaid resolution,

Considering that the International Labour Organisation, based on its tripartite structure, has acquired, over the course of almost 50 years,

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<sup>1</sup> Adopted on 24 June 1968 by 296 votes in favour, 4 against, with 40 abstentions.

considerable experience both in the formulation of international standards dealing with human rights, particularly in the economic and social field, as well as in building up machinery for international supervision of the application of these standards,

Considering that activities of the International Labour Organisation in the field of technical co-operation have played and should in future to an even greater extent play an important role in action by the International Labour Organisation in favour of human rights, helping to eliminate obstacles to their realisation and creating conditions conducive to their application,

Considering, furthermore, the contribution member States can make to the promotion of human rights by giving full freedom of circulation among their peoples to all standards, resolutions and decisions adopted by bodies of the International Labour Organisation, as well as to publications of the International Labour Office, studies, reports and other documents,

Considering that such circulation would lead to a common understanding of human rights which is of the greatest importance for the full realisation of the pledge embodied in the Universal Declaration of Human Rights,

Bearing in mind the principle of freedom of association, which is a fundamental element of human rights embodied in the Preamble to the Constitution of the International Labour Organisation,

Considering that several member States have not yet ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), both of which lay down minimum standards of freedom of association, and other Conventions in the field of human rights, and considering that the International Labour Conference has noted year after year that some member countries which have ratified those Conventions continue to neglect their obligations,

Considering that in various member States human rights, including the rights of freedom of association, are being violated to the detriment of democracy and the harmonious development of those countries,

Recalling the tragic situation of refugees displaced from their countries and affirming that their plight is and should continue to be the proper concern of the international community,

Considering the urgent need for eliminating discrimination made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin,

Considering the serious violation of human rights in countries under colonial oppression,

Considering the numerous constructive proposals made in the Report of the Director-General to meet the major objectives of the International Labour Organisation under the Declaration of Philadelphia, proposals designed to consolidate the activities of the International Labour Organisation in favour of human rights into a significant concerted programme,

Considering, in particular, the proposals made in the Report concerning the possibility of formulating further international labour standards in the field of freedom of association, such as standards dealing with the

protection of trade union funds, freedom in financial administration of unions, freedom in the holding of trade union meetings, guarantees of freedom in trade union elections, as well as standards in respect of other basic human rights, including income maintenance and security, the protection of ageing workers and equality of treatment for migrant workers,

Re-emphasising the measures called for in the resolution concerning action by the International Labour Organisation for migrant workers adopted by the International Labour Conference at its 51st Session, particularly the elimination of discrimination affecting such workers;

1. Urgently requests all governments of member States to co-operate fully in strengthening the activities of the International Labour Organisation in regard to human rights and to freedom of association;

2. Condemns all discriminatory practices, colonial oppression, denial of freedom of association and all other infringements of human rights, and calls upon member States to take immediate steps to eliminate such injustices;

3. Calls upon the Director-General of the International Labour Office to submit a report to the next session of the International Labour Conference on the steps taken by member States to eliminate such violations of human rights;

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

- (a) to request the Director-General, in conformity with the resolution concerning the contribution of the International Labour Organisation to the International Year for Human Rights in 1968, which was adopted on 20 June 1966, to co-ordinate research, publicity, technical co-operation projects, advisory missions and standard-setting activities into a significant concerted human rights programme of the International Labour Organisation;
- (b) to consider measures, including the raising of additional financial resources, which would be necessary to implement effectively the long-term significant concerted human rights programme of the International Labour Organisation;
- (c) to intensify its efforts to ensure the ratification and application by all member States in 1969, the year of the 50th anniversary of the International Labour Organisation, of I.L.O. human rights standards and, in particular, the Freedom of Association and Protection of the Right to Organise Convention, 1948; the Right to Organise and Collective Bargaining Convention, 1949; the Equal Remuneration Convention, 1951; the Abolition of Forced Labour Convention, 1957; and the Discrimination (Employment and Occupation) Convention, 1958;
- (d) to study, further, the best way of strengthening the machinery of the International Labour Organisation for the protection of human rights and in particular freedom of association;
- (e) to take into consideration, when deciding the agenda of future sessions of the Conference, the proposals made in the Report of the Director-General concerning further standards in the field of freedom

of association and standards concerning other basic human rights, including income maintenance and security, the protection of ageing workers and equality of treatment for migrant workers;

- (f) to recommend all member States, in consultation with the employers' and workers' organisations concerned, to undertake national measures, or when appropriate the conclusion of international agreements, to ensure equality of economic and social treatment between migrant workers and nationals;
- (g) to make an appeal to all member States to announce and effectively grant before the end of 1968, the International Year for Human Rights, a general amnesty, pardon or their effective equivalent to all trade unionists under arrest or sentence because of trade union activities in accordance with the principles and standards of the I.L.O. and to inform the Director-General of the International Labour Office thereof.