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INTERNATIONAL LABOUR OFFICE

**Resolutions**  
**Adopted by the**  
**International Labour Conference**  
**at Its 50th Session**

(Geneva, 1966)



GENEVA  
1966

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# **Resolutions Adopted by the International Labour Conference at Its 50th Session**

*(Geneva, 1966)*

## **I**

### **Resolution concerning the Admission of Guyana to the International Labour Organisation <sup>1</sup>**

The General Conference of the International Labour Organisation,

Having been seized of an application from the Government of Guyana for admission to membership of the International Labour Organisation,

Decides to admit Guyana to membership of the International Labour Organisation with the same rights and obligations as the other Members of the Organisation.

The Conference takes note of the fact that the Government of Guyana recognises that Guyana remains bound by the obligations of the international labour Conventions the provisions of which had formerly been declared applicable by the United Kingdom to the territory of Guyana.

The Conference also takes note of the fact that the Government of Guyana undertakes to ratify immediately the Freedom of Association and Protection of the Right to Organise Convention, 1948, and to examine a number of other Conventions with a view to ratification, and that it also undertakes to continue to apply the non-metropolitan Conventions which the United Kingdom had applied hitherto until it has been able to ratify the corresponding " metropolitan " Conventions.

The Conference authorises the Governing Body of the International Labour Office to make the necessary arrangements with the Government of Guyana with regard to its financial contributions.

The Conference takes note of the fact that the Government of Guyana has already communicated to the Director-General of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organisation and that accordingly the admission of Guyana to membership of the International Labour Organisation will take effect on the adoption of this resolution by the Conference.

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<sup>1</sup> Adopted on 8 June 1966 by 376 votes to 0, with no abstentions.

## II

### **Resolution concerning the Role of the International Labour Organisation in the Industrialisation of Developing Countries <sup>1</sup>**

The General Conference of the International Labour Organisation,

Noting the solemn obligation of the International Labour Organisation under the Declaration of Philadelphia to promote a continuous rise in welfare and in the standard of living of mankind,

Recalling resolution 2089 (XX) of the General Assembly of the United Nations concerning the establishment of the United Nations Organisation for Industrial Development, adopted on 20 December 1965,

Considering the essential part played by industrialisation in economic and social development, and its contribution to the improvement of the standard of living of the populations of developing countries,

Recognising that industrialisation is of basic importance for developing countries,

Noting that the industrial progress of the developing countries is one of the basic means for strengthening their independence and, at the same time, is an essential condition for accelerating the rate of growth of their production and consumption in order to reach a high state of economic development in a reasonably short period of time,

Convinced that the planned development of industry is of primary importance for the achievement of economic progress in the developing countries, and recalling the provisions of the resolution concerning the concept of democratic decision-making in programming and planning for economic and social development which was adopted by the International Labour Conference at its 48th Session,

Recognising the urgent need for appropriate action programmes for accelerating industrialisation in developing countries through their own joint action and with the co-operation of industrially more advanced nations, as well as with the assistance of international organisations,

Taking into account the magnitude of such action programmes, the resources which their implementation requires, the need for economising scarce resources, and the concomitant responsibility for co-ordination at all levels, especially in respect of efforts of the competent United Nations specialised agencies,

Considering that the industrialisation of developing countries will require the mobilisation of considerable investment capital,

Conscious of the importance of the role of the International Labour Organisation in the field of industrialisation and of the tasks which not only governments but also workers' and employers' organisations have to perform in this field,

Reaffirming the intention of the International Labour Organisation to contribute to the full in the intensification of the international effort

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<sup>1</sup> Adopted on 20 June 1966.

for industrial development so that its resources and experience can be fully utilised in this effort,

Emphasising the importance of the operational experience of the International Labour Organisation in the fields of manpower training and of management development and productivity,

Convinced that the International Labour Organisation must pay the greatest possible attention to the rapid improvement of the standard of living of the peoples of the developing countries,

Believing that the relevant international labour standards have an important part to play in ensuring that industrialisation benefits the whole population,

Welcoming the fact that the Director-General has devoted Part I of his Report to the 50th Session of the Conference to questions relating to industrialisation and labour ;

1. Notes the growing concern of international agencies with problems of industrialisation in developing countries and welcomes the impetus provided by the newly established United Nations Organisation for Industrial Development (U.N.O.I.D.).

2. Confirms the decision of the Governing Body of the International Labour Office—

- (a) to maintain and expand its assistance to developing countries in the vocational training within its competence, in particular of skilled workers, technicians and management personnel, in order to accelerate their industrial development ;
- (b) to continue to make available to the same countries its special experience by reason of its tripartite structure.

3. Invites the Governing Body to request the Director-General—

- (a) to consult member States concerning the work programmes which they consider it appropriate for the International Labour Organisation to undertake with respect to the social, labour and vocational training problems raised by industrialisation in co-ordination with the programmes of the U.N.O.I.D. ;
- (b) to co-operate with the U.N.O.I.D., within the field of competence of the International Labour Organisation in connection with the industrial development of the developing countries ;
- (c) to submit to the 51st Session of the International Labour Conference plans, considered by the Governing Body taking into account the discussions of the Governing Body at its 165th Session, the discussions of the present session of the Conference, and the results of consultations with member States, for adapting and intensifying the activities of the International Labour Organisation relating to the industrialisation of the developing countries, in full co-operation and co-ordination with the U.N.O.I.D. and the other competent bodies and agencies of the United Nations family—
  - (i) by contributing to the organisation and implementation of vocational training at the national level ;

- (ii) by providing assistance in drawing up social programmes designed to speed up industrialisation and to protect and raise the living standards of the people ;
- (iii) by providing assistance in the formulation and implementation of active manpower policies, as well as occupational safety and health policies ;
- (iv) by promoting the strict application of the Constitution, principles and relevant basic standards and decisions of the International Labour Organisation.

4. Invites governments and organisations of workers and employers in member States of the International Labour Organisation to co-operate fully in these activities.

5. Decides that at the 51st Session of the General Conference the plans in question shall be discussed in connection with item 8 of the agenda, namely " The International Labour Organisation and technical co-operation " and submitted to the Conference for a decision.

6. Conscious of the need to avoid all unnecessary duplication and wasteful overlapping among the activities of various United Nations agencies, wishes and hopes that the programme of action of the United Nations for the promotion and acceleration of industrial development will take this principle into account, and that the fullest use will be made of the resources and experience of the International Labour Organisation.

7. Reaffirms its resolve to participate fully in the said programme and welcomes the proposal according to which additional consultations should take place with a view to reaching an agreement on a generally acceptable formula for co-operation.

### III

#### **Resolution concerning the Contribution of the International Labour Organisation to the International Year for Human Rights in 1968<sup>1</sup>**

The General Conference of the International Labour Organisation,

Considering that the International Labour Organisation has pioneered in the field of human rights and has adopted a number of instruments concerning fundamental principles of human rights, such as the Conventions concerning freedom of association and protection of the right to organise, abolition of forced labour, discrimination in respect of employment and occupation, and equal remuneration for men and women workers for work of equal value,

Considering that the General Assembly of the United Nations in its resolution 1961 (XVIII) of 12 December 1963 designated 1968 as the International Year for Human Rights and in its resolution 2081 (XX) of

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<sup>1</sup> Adopted on 20 June 1966 by 232 votes to 4, with no abstentions.



20 December 1965 called upon member States of the United Nations and Members of the specialised agencies, regional intergovernmental organisations, the specialised agencies and the national and international organisations concerned to devote the year 1968 to intensifying efforts and undertakings in the field of human rights, including an international review of achievements in this field,

Considering that the protection and advancement of human rights, as proclaimed by the Universal Declaration of Human Rights adopted by the United Nations General Assembly in 1948, are of fundamental importance for the fulfilment of the objectives of the International Labour Organisation,

Considering that the International Labour Organisation should pursue its standard-setting activities in conformity with the relevant articles of the Universal Declaration of Human Rights lying within its competence and should meet the new challenge of rapidly changing conditions in all parts of the world,

Considering the urgent need for concerted and increased efforts at the international level, including increased allocations for technical co-operation projects as well as staff and financial resources for the implementation of the objectives of International Labour Organisation and United Nations instruments of human rights, so as to ensure respect for these fundamental rights everywhere ;

1. Welcomes the decision of the United Nations General Assembly to designate the year 1968 as the International Year for Human Rights.

2. Notes with satisfaction the intention of the Director-General to make the human rights programme and action of the International Labour Organisation the central theme of his Report to the 1968 Session of the International Labour Conference.

3. Pledges the continued co-operation of the International Labour Organisation with the United Nations in the advancement of universal respect for and observance of human rights everywhere.

4. Appeals to member States which have ratified or will ratify the international labour Conventions concerning human rights to implement these Conventions fully, and invites those which have not ratified these Conventions to do so before 1968.

5. Calls on employers' and workers' organisations in member States to intensify their efforts during the International Year for Human Rights to achieve the implementation of the objectives of the Universal Declaration of Human Rights.

6. Invites the Governing Body of the International Labour Office to request the Director-General to make the necessary arrangements for close co-operation with the United Nations in the preparation of and participation in the International Year for Human Rights in 1968.

7. Invites the Governing Body of the International Labour Office to take the following action with respect to human rights questions falling within the competence of the International Labour Organisation:

- (a) to promote the observance of fundamental human rights in all member States ;
- (b) to review and assess the role, objectives and activities of the International Labour Organisation in the field of human rights, including the possibilities of extending standard-setting activities in this field ;
- (c) to encourage technical co-operation projects and advisory missions designed to promote human rights objectives everywhere ;
- (d) to consider the possibility of co-ordinating research, publicity, technical co-operation projects, advisory missions and standard-setting activities into a significant concerted programme, and of allocating adequate financial resources and staff to carry it out.

#### IV

#### **Resolution concerning the Development of Human Resources <sup>1</sup>**

The General Conference of the International Labour Organisation,

Considering that the development and utilisation of human resources constitute an essential element in economic growth and social progress,

Having regard to the fact that an ever-increasing number of States are drawing up plans for the development of human resources which are an integral part of their economic and social development programmes,

Considering that the International Labour Organisation has a special part to play at the international level in efforts relating to vocational preparation of manpower and better utilisation of human resources for economic and social development,

Recalling the objectives and content of the programme of the International Labour Organisation in the field of human resources, as defined in the first report of the Working Party on the Programme and Structure of the International Labour Organisation to the International Labour Conference, which was submitted to, and noted by, the Conference at its 49th Session,

Considering the provisions of the existing international Conventions and Recommendations which relate directly to the development and utilisation of human resources, especially the Vocational Training Recommendation, 1962, and the Employment Policy Convention and Recommendation, 1964,

Noting that the Economic and Social Council of the United Nations, at its 39th Session, and the General Assembly of the United Nations, at its 20th Session, adopted resolutions concerning the development and utilisation of human resources which call on the competent organisations in the United Nations family, including the International Labour Organisation, to take concerted steps to prepare programmes of action for promoting training and utilisation of human resources in the developing countries,

Considering that it is necessary to ensure the closest co-ordination between the organisations in the United Nations system, with a view to

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<sup>1</sup> Adopted on 20 June 1966.

giving the maximum effectiveness to aid in the development of human resources ;

1. Expresses a desire for closer co-operation between the organisations in the United Nations family with a view to intensifying steps to develop and make better use of human resources and to train national personnel at all levels systematically and on the basis of long-term plans or programmes.

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

- (a) to give his full support to these steps, bearing in mind that the International Labour Organisation has a special responsibility to promote human fulfilment and ensure that a policy for the development and utilisation of human resources is based on the right of each person to obtain employment, to enjoy the fruits of the production to which he has contributed, and to develop his faculties to the fullest extent ;
- (b) to give high priority to the preparation by the International Labour Office of studies on the training, development and utilisation of human resources ;
- (c) to undertake and give support to regional, area and national projects in the development of human resources by training schemes and other programmes designed to meet special needs and requirements.

3. Invites member States—

- (a) when drawing up their plans and programmes for economic and social development, to take fully into account the requirements of a long-term policy for the development and utilisation of human resources ;
- (b) to collaborate with the International Labour Organisation and the other organisations in the United Nations system, as appropriate, with a view to preparing and putting into effect concerted steps to promote the development and utilisation of human resources, especially in the developing countries ;
- (c) to ratify and apply the I.L.O. standards relating to the development of human resources, especially the Employment Policy Convention and Recommendation, 1964.

## V

### **Resolution concerning National Labour Departments and Other Public Institutions Responsible for the Administration of Labour Matters <sup>1</sup>**

The General Conference of the International Labour Organisation,

Recognising the important role of national labour departments in the framing and implementation of labour policy and in the economic and social development of member States, particularly in relation to the

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<sup>1</sup> Adopted on 20 June 1966 by 203 votes to 1, with 3 abstentions.

development and utilisation of human resources adequate in number and skills for industrial development,

Considering the vital role of labour ministries and other public institutions responsible for the administration of labour matters in contributing to the stability and effectiveness of governments of member States through the establishment of good labour relations and the active participation of employers' and workers' organisations in the formulation and implementation of programmes and plans for industrial development,

Recalling that at its 36th Session the International Labour Conference held an extensive exchange of views on the organisation and working of national labour departments and adopted guidelines in the form of "Observations and Conclusions regarding the Organisation and Working of National Labour Departments" and recognised the usefulness of further study of the subject ;

Invites the Governing Body of the International Labour Office—

- (a) to call the special attention of governments of member States to the importance of strong labour departments to assist in the framing and implementation of governmental programmes of economic and social development, utilisation of human resources, labour law and labour relations, occupational safety and health and—in certain countries—social security ;
- (b) to intensify efforts through technical co-operation and other appropriate means to encourage member States to develop and strengthen their labour departments ;
- (c) to consider the desirability of again placing an item on the agenda of a future session of the Conference for general discussion to examine the organisation and working of national labour departments and other public institutions responsible for the administration of labour matters in the light of developments since 1953.

## VI

### **Resolution concerning Special Youth Training and Employment Programmes <sup>1</sup>**

The General Conference of the International Labour Organisation,

Considering the importance of the problems of employment for youth and the need to search for adequate means of ensuring that young people will become involved in economic and social development in all countries, especially in developing countries,

Recognising that in a number of member States, both developed and developing, young persons are faced with many problems stemming primarily from lack of adequate general education and vocational training and consequent unemployment or underemployment,

Considering that continual technological progress is constantly changing the nature of the need for workers and that there is therefore an urgent need to relate more accurately the education and training of

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<sup>1</sup> Adopted on 20 June 1966 by 211 votes to 4, with no abstentions.

young people to the estimated future requirements for varying skills and abilities in each country,

Noting also the utilisation in various member States of special youth programmes aimed at complementing the results achieved through conventional educational and training programmes and at orienting youth training and activities towards socially and economically desirable goals,

Considering the special problems of the relationship between economic and social activities involving young persons in such programmes,

Noting the suggestions made in this connection by the Director-General to the 164th and 165th Sessions of the Governing Body of the International Labour Office and in Part II of his Report to the 50th Session of the International Labour Conference and the positive results achieved by certain countries in that regard,

Recognising that the International Labour Organisation has special competence to contribute to international efforts to find appropriate solutions to such problems ;

Invites the Governing Body of the International Labour Office—

- (a) as a matter of priority, to take all measures as appropriate to assemble and analyse the relevant experience of member States on the problem of young persons with particular reference to training and employment programmes, including national service programmes, and to make this report available to member States ;
- (b) to consider the desirability, within the limits of the possibilities afforded by I.L.O. programmes, of placing on the agenda of future regional conferences the problem of youth employment and training within national civic service programmes, if any, or of convening regional meetings to consider the problem in the light of the present position ;
- (c) to consider the inclusion of an item concerning the special problems pertaining to the training and employment of youth in the agenda of an early session of the Conference ; and
- (d) to take a new approach to all measures likely to assist the governments of member States to solve the problem of youth employment.

## VII

### **Resolution concerning Workers' Participation in Undertakings <sup>1</sup>**

The General Conference of the International Labour Organisation,

Pointing out that the Constitution of the International Labour Organisation states, in its Annex entitled " Declaration concerning the Aims and Purposes of the International Labour Organisation ", that " The Conference recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve: . . . (e) the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the colla-

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<sup>1</sup> Adopted on 20 June 1966.

boration of workers and employers in the preparation and application of social and economic measures ”,

Recalling the provisions of the Co-operation at the Level of the Undertaking Recommendation (No. 94), adopted by the International Labour Conference in 1952, and of the Employment Policy Convention and Recommendation (No. 122), adopted by the International Labour Conference in 1964, and other relevant decisions of the International Labour Organisation,

Noting that technological progress and economic expansion have an increasingly important influence on conditions of life and work,

Noting that in various countries with different economic and social structures efforts and experiments have been made and are being made to enable workers to participate in the decisions taken in their undertakings, especially when such decisions affect their employment and their conditions of life and work ;

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

- (a) to undertake a study of the various methods currently used throughout the world to enable workers to participate in decisions within undertakings ;
- (b) to consider, within the framework of the workers' education programme, the convening of international seminars to discuss the problems involved and exchange views and experience ; and
- (c) to consider the placing of this question on the agenda of a future session of the Conference.

## VIII

### **Resolution concerning the Role of Co-operatives in Economic and Social Development**<sup>1</sup>

The General Conference of the International Labour Organisation,  
Considering the primordial importance of co-operatives in economic and social development,

Considering the adoption by the International Labour Conference at its 50th Session of a Recommendation concerning the role of co-operatives in the economic and social development of developing countries,

Taking into consideration the necessity of concerted and co-ordinated international action in order to raise standards of living and employment as a result of co-operative action ;

Invites member States—

1. To provide periodically information to the interested national and international organisations concerning co-operative action in their respective countries ;

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<sup>1</sup> Adopted on 20 June 1966 by 212 votes to 0, with 5 abstentions.

2. To give due consideration to the idea of international co-operative banking with a view to increasing the availability of financial aid from international sources for co-operative development. In collaboration with the appropriate international organisations and taking into account the existing institutions working in the field, Members should accordingly undertake a survey of needs and possibilities, including the feasibility of establishing an international banking institution for this particular purpose.

## IX

### **Resolution concerning the Role of Co-operatives in the Economic and Social Development of Developing Countries <sup>1</sup>**

The General Conference of the International Labour Organisation,

Considering the primordial importance of co-operatives in economic and social development,

Considering the adoption by the International Labour Conference at its 50th Session of a Recommendation concerning the role of co-operatives in the economic and social development of developing countries,

Taking into consideration the necessity of concerted and co-ordinated international action in order to raise standards of living and employment by co-operative action ;

Invites the international bodies concerned, to the greatest possible extent, to collaborate amongst themselves and with the member States in aiding and encouraging the promotion of co-operatives in developing countries.

## X

### **Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of the Revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning Old-Age, Invalidity and Survivors' Pensions <sup>2</sup>**

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning old-age, invalidity and survivors' pensions ;

Decides that an item entitled " Revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning old-age, invalidity and survivors' pensions " shall be included in the agenda of its next ordinary session for a second discussion, with a view to the adoption of a Convention and a Recommendation.

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<sup>1</sup> Adopted on 20 June 1966 by 216 votes to 0, with 4 abstentions.

<sup>2</sup> Adopted on 22 June 1966 by 313 votes to 0, with no abstentions.

## XI

### **Resolution concerning the Code of Practice on Safety on Board Fishing Vessels<sup>1</sup>**

The General Conference of the International Labour Organisation,

Recording its appreciation of the attention which has been given by the International Labour Office to the drafting of an international code of practice on safety on board fishing vessels for joint consideration by the International Labour Organisation, the Intergovernmental Maritime Consultative Organisation and the Food and Agriculture Organisation of the United Nations ;

Urges that this code of practice should now be finalised and adopted at the earliest possible date.

## XII

### **Resolution concerning the Future Work of the International Labour Organisation on Fishermen's Questions<sup>1</sup>**

The General Conference of the International Labour Organisation,

Welcoming the progress being made within the International Labour Organisation towards the solution of questions of importance to fishermen and particularly the drawing up of international instruments dealing with accommodation on board fishing vessels, vocational training for fishermen, and fishermen's certificates of competency ;

Recalls that the Committee on Conditions of Work in the Fishing Industry, at its meeting in Geneva from 10 to 18 December 1962, unanimously adopted a resolution in which it expressed the opinion that a number of other important questions concerned with fishermen's conditions of employment should be considered as soon as possible ;

Therefore requests the Governing Body of the International Labour Office to consider the convening of further meetings of the Committee on Conditions of Work in the Fishing Industry, taking into account the needs, different conditions and circumstances in member countries, for the purpose of studying in particular the stabilisation of fishermen's employment and earnings ; working hours of fishermen ; manning standards ; fishermen's pensions ; sickness insurance ; holidays with pay ; medical care on board ; and repatriation.

## XIII

### **Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of Examination of Grievances and Communications within the Undertaking<sup>2</sup>**

The General Conference of the International Labour Organisation,

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

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<sup>1</sup> Adopted on 20 June 1966.

<sup>2</sup> Adopted on 21 June 1966 by 283 votes to 0, with 1 abstention.



Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Recommendation concerning the examination of grievances within the undertaking with a view to their settlement and for a Recommendation concerning communications within the undertaking,

Decides that the question of examination of grievances and communications within the undertaking shall be included in the agenda of its next ordinary session for second discussion, with a view to the adoption of two Recommendations.

#### XIV

#### **Resolution concerning the Adoption of the Budget for the 49th Financial Period (1967) and the Allocation of Expenses among Member States for 1967<sup>1</sup>**

The General Conference of the International Labour Organisation,

In virtue of the Financial Regulations, passes for the 49th financial period, ending 31 December 1967, the net budget of expenditure of the International Labour Organisation amounting to \$22,472,398 and the net budget of income amounting to \$22,472,398 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.

#### XV

#### **Resolution concerning the Contributions Payable to the I.L.O. Staff Pensions Fund in 1967<sup>2</sup>**

The General Conference of the International Labour Organisation—

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1967 under article 7, paragraph (a), of the Staff Pensions Regulations shall be 14 per cent. of the pensionable emoluments of the members of the Fund ;

Decides that, for the year 1967, 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 5¾ 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 1967 in respect of the contributions of the Organisation to the I.L.O. Staff Pensions Fund should be paid to the Fund.

<sup>1</sup> Adopted on 14 June 1966 by 333 votes to 3, with 23 abstentions.

<sup>2</sup> Adopted on 14 June 1966.

## XVI

### Resolution concerning Amendments to the Regulations of the I.L.O. Staff Pensions Fund <sup>1</sup>

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. 9.

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

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

##### Article 7

The International Labour Organisation shall contribute to the Pensions Fund—

.....  
(b) [on 1 July 1961 and thereafter annually] *Annually*, on 1 January, [through 1 January 1974,] the [sum] *sums* necessary to provide for the amortisation [over a period of 14 years] of [the] *any* amount by which the actuarial reserve of the Pensions Fund requires to be increased to meet [the] *its* obligations under these Regulations [as amended with effect from 1 April 1961], *each such amount being amortised over a period not exceeding fifteen years in accordance with arrangements to be decided by the International Labour Conference on the proposal of the Governing Body of the International Labour Office.* [ ; 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 March 1965 the retiring pension of an official whose contract of employment expired prior to 1 April 1961 shall not, *before the application of the provisions of article 34 of these Regulations*, in any case exceed 45,080 Swiss francs or the equivalent of that amount in the currency of the pension at the effective date of its award.

#### XII. PROVISIONS CONCERNING COST-OF-LIVING ADJUSTMENTS OF PENSIONS

##### Article 34

*Notwithstanding the provisions of articles 9, 10, 11, 12, 12bis and 32—*

(a) *with effect from 1 March 1965 all pensions which were in payment on that date shall be adjusted upwards in accordance with the following schedule of percentage rates determined by reference to the date of separation from service of the official in respect of whom the pension was awarded, the percentage adjustment being calculated, where appropriate, on the amount of the pension as increased by virtue of article 32 ;*

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<sup>1</sup> Adopted on 14 June 1966.

<i>Date of separation from service</i>	<i>Percentage of upward adjustment</i>
<i>Prior to 1 January 1960 . . . .</i>	<i>8.0</i>
<i>1 January to 31 December 1960 .</i>	<i>6.9</i>
<i>1 January to 31 December 1961 .</i>	<i>5.9</i>
<i>1 January to 31 December 1962 .</i>	<i>4.9</i>
<i>1 January to 31 December 1963 .</i>	<i>2.9</i>
<i>1 January to 31 December 1964 .</i>	<i>0.9</i>

- (b) *with effect from 1 January 1966 all pensions which were in payment on that date, including the pensions in respect of officials who separated from service in the period from 1 January to 31 December 1965, shall be adjusted upwards by 1.9 per cent. of their amount including, where appropriate, the adjustment made in accordance with paragraph (a) of this article ;*
- (c) *with effect from such subsequent date or dates as may be determined by the Governing Body of the International Labour Office, the pensions shall be adjusted by such percentage rates as may be decided from time to time by the Governing Body, provided that pensions shall not be decreased below the amounts at which they were established before the application of any adjustment under this article.*

## **XVII**

### **Resolution concerning the Pensions Fund of the Judges of the Former Permanent Court of International Justice <sup>1</sup>**

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 adjusted upwards by 8 per cent. ;

Decides that, with effect from 1 January 1966, these same pensions shall be adjusted upwards by 1.9 per cent., this adjustment being applicable to the amounts of the pensions as adjusted from 1 March 1965 ;

Decides that the cost of the adjustment of pensions as provided for above 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.

## **XVIII**

### **Resolution concerning an Appointment to the Administrative Tribunal of the International Labour Organisation <sup>1</sup>**

The General Conference of the International Labour Organisation,

In accordance with article III of the Statute of the Administrative Tribunal ;

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<sup>1</sup> Adopted on 14 June 1966.

Extends the term of office of Mr. André GRISEL (*Switzerland*) as a judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

## XIX

### **Resolution concerning the Proposed Loan to Finance the Construction of the New Headquarters Building <sup>1</sup>**

The General Conference of the International Labour Organisation—

Decides that, subject to approval by the Governing Body of the over-all plan and the related cost estimates for the new I.L.O. headquarters building, the Director-General be authorised, in accordance with the terms of the contract concluded between the I.L.O. and the Property Foundation for International Organisations, to contract with the said Foundation a loan amounting to not more than 75 (seventy-five) million Swiss francs, for the financing of the construction of the building required for the headquarters of the I.L.O., this sum, however, to be subject to increase to not more than 90 (ninety) million Swiss francs if the cost of construction should exceed the total of 75 million Swiss francs plus the 18 million Swiss francs agreed upon as the selling price to the Foundation of the present I.L.O. building.

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<sup>1</sup> Adopted on 14 June 1966 by 200 votes to 32, with 19 abstentions.