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INTERNATIONAL LABOUR OFFICE

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

(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 ¹

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,

¹ 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.

II

Resolution concerning the Vocational Preparation of Girls and Women¹

The General Conference of the International Labour Organisation,
Marking the celebration of the International Year for Human Rights,
Solemnly reaffirming the principle of equality of rights and opportunities without discrimination based on sex, embodied in the Constitution of the International Labour Organisation,

Commending the Director-General on the condemnation, in Chapter IV ("Equality") of his Report entitled *The I.L.O. and Human Rights*, of discriminatory measures against women,

Drawing attention to the resolution concerning women workers in a changing world, adopted at its 48th (1964) Session,

Expressing its satisfaction at the effect given to that resolution by, among others, the International Labour Office, which in 1967 continued its research into the vocational guidance and training of women,

Emphasising that equality of treatment between men and women with regard to vocational preparation is a pre-condition for the improvement of the situation of women on the labour market,

Considering it opportune to define specific guidelines for the vocational preparation of girls and women with a view to supplementing the Vocational Training Recommendation, 1962 (No. 117), as proposed by the Meeting of Consultants on Women Workers' Problems (September 1965);

Invites the Governing Body of the International Labour Office to include the question of the vocational preparation of girls and women in the agenda of an early session of the International Labour Conference, with a view to supplementing the Vocational Training Recommendation, 1962 (No. 117), in order to promote equal treatment between male and female workers.

¹ Adopted on 24 June 1968.

III

Resolution concerning the Outflow of Trained and Highly Qualified Personnel from Developing Countries ¹

The General Conference of the International Labour Organisation, Bearing in mind the important role of trained and highly qualified personnel in the economic and social development of the developing countries, the value to those countries of the stability of such personnel, and the fact that their training requires considerable material outlay on the part of the developing countries,

Considering that the outflow of trained and highly qualified personnel from developing countries is prejudicial to those countries in that it curbs their economic and social development,

Referring to resolution 2320 (XXII) of 15 December 1967 of the United Nations General Assembly concerning the outflow of trained personnel from developing countries, which invites the specialised agencies of the United Nations to assist the developing countries in studying the different aspects of the outflow of trained personnel,

Stressing the importance of solving the problem of the outflow of trained and highly qualified personnel from developing countries, which was highlighted in the report of the Secretary-General of the United Nations to the 43rd Session of the Economic and Social Council of the United Nations, entitled *Development and Utilisation of Human Resources in Developing Countries*,

Having regard to the importance given in the programme of the International Labour Organisation and in the other specialised agencies of the United Nations to the training of highly skilled personnel in the developing countries,

Having regard to the topicality for the International Labour Organisation of the problem of the outflow of trained and highly qualified personnel from developing countries, which is reflected in the "Conclusions on Industrialisation", adopted by the International Labour Conference at its 51st (1967) Session;

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

- (a) to undertake studies forthwith and by such methods as may be most appropriate at international and national levels, in consultation with representatives of member States and especially with the help of developing countries, with a view to careful examination of all the aspects and factors involved in the problem of outflow of trained and highly qualified personnel from developing countries, such as—
 - (i) the extent and the causes of the said outflow of personnel;
 - (ii) the economic and social consequences for the developing countries of the outflow of the above-mentioned personnel;

¹ Adopted on 24 June 1968.

- (iii) the constructive measures that can be taken to prevent the damaging outflow having regard to the human rights of the individuals concerned;
- (iv) the steps which would make it possible to increase the assistance granted to developing countries with regard to further studies of this question and to the training of skilled personnel with particular emphasis on training on the spot;
- (b) to submit the conclusions obtained from the above studies to the Governing Body not later than at its 175th Session and to make recommendations based on them regarding the measures which should be taken by the International Labour Organisation within its field of competence and in co-operation with the United Nations and the specialised agencies and by the countries concerned themselves, in consultation with employers' and workers' organisations, in order to solve the problem of the outflow of trained and highly qualified personnel from the developing countries;
- (c) to communicate to the Secretary-General of the United Nations any information at the disposal of the International Labour Office on the problem of the outflow of trained and highly qualified personnel from developing countries.

IV

Resolution concerning the Promotion of Adequate National Institutional Arrangements, Particularly the Association of Workers' and Employers' Organisations, in Relation to Technical Co-operation Activities of the International Labour Organisation at National, Regional and International Levels¹

The General Conference of the International Labour Organisation,

Noting with satisfaction the expanding scope and growing volume of the technical co-operation activities of the International Labour Organisation in developing countries,

Recognising the help which such activities can render to those countries in connection with their own endeavours to strengthen their economies, safeguard their economic and political independence and enable their peoples to enjoy a greater degree of economic and social well-being,

Considering the compelling necessity to realise the maximum utilisation of the scarce resources available for economic and social development in those countries in general and the development of human resources in particular,

Stressing the consequential need to ensure proper preparation and administration of technical co-operation projects and their evaluation, particularly in respect of their impact on national development programmes,

¹ Adopted on 24 June 1968.

Recognising the advantages of sub-regional and regional co-operation within the general framework of the technical co-operation policy and programmes of the International Labour Organisation,

Considering that, in the framework of the decentralisation of the internal structure of the International Labour Office, provisions have been made to strengthen the financial, administrative, technical and relations services of the Office in the field,

Considering that, in particular, relations services in the field can contribute to a better and closer association of workers' and employers' organisations with the technical co-operation activities of the International Labour Organisation, thus broadening the scope and impact of these activities and making them more effective,

Emphasising the practical significance of the close association of workers' and employers' organisations with the preparation, administration and eventual evaluation of national and regional technical co-operation projects, and

Appreciating the demands of that association on the resources of such organisations in terms of promotional efforts, administrative experience and discipline;

1. Invites the Governing Body of the International Labour Office to request the Director-General to continue to examine and to implement practical measures designed to encourage the close association of workers' and employers' organisations with technical co-operation activities of the International Labour Organisation;

2. Invites the Governing Body of the International Labour Office to request the Director-General to undertake, in co-operation with other international and national organisations—

- (a) a study of existing national institutional arrangements concerned with labour and management with a view to the most effective association of workers' and employers' organisations with the preparation, administration and eventual evaluation of technical co-operation projects; and
- (b) a survey of the way in which national training facilities could be better associated with the technical co-operation programmes of the I.L.O. and the possibility of utilising those facilities within its regional or sub-regional activities;

3. Recommends the Director-General of the International Labour Office to respond favourably, where feasible and as appropriate, to requests submitted to the I.L.O. by workers' and employers' organisations through their governments for technical assistance to improve their efficiency;

4. Requests the Director-General to instruct the I.L.O. regional and branch offices and its technical missions to solicit the collaboration of these workers' and employers' organisations in any appropriate manner;

5. Urges the Governing Body of the International Labour Office to seek appropriate co-operation with these workers' and employers' organisations in a comprehensive evaluation programme of national and regional technical co-operation projects.

V

Resolution concerning Disabled Workers¹

The General Conference of the International Labour Organisation,

Considering that at certain times the personal circumstances in which workers find themselves, often for reasons beyond their control, raise difficulties for them in their occupational life or in continuing in an employment relationship by reason of a reduction in their productive capacity, and that this creates a situation at variance with the feelings of justice and humanity which inspired the High Contracting Parties in adopting the Preamble to the Constitution of the International Labour Organisation,

Noting that the causes of employment disability are extremely diverse in character and may result from factors as different as congenital or acquired defects, illness, accident, old age, and many others, and that they may include a considerable number which stem from the performance of work itself, for example injuries due to accidents suffered in the course of work and occupational diseases,

Bearing in mind that the common denominator in such situations is the difficulties which they create for all who suffer from such disabilities in finding employment or even in retaining the employment which they had before the disability occurred,

Bearing in mind, further, that through social and political action several countries have succeeded in discovering remedies and systems which have made it possible, by means of measures of assistance and procedures for widening employment opportunities for disabled persons, to mitigate many such unjust situations by creating an atmosphere of sympathetic understanding particularly helpful to those so afflicted, which offers an incentive as well as an example worthy of being studied, followed and improved on by other countries pursuing social progress,

Noting particularly that in many such situations it is possible through suitable treatment to achieve a more or less full recovery of normal work capacity and that at the same time the rehabilitation of the worker gives him profound satisfaction, increases the human potential available for production and for the creation of wealth to the benefit of the country, and reflects a measure of solidarity of society towards each of its members, and bearing in mind the need to promote education and information so as to abolish all discrimination in practice which might hamper the employment of disabled workers when rehabilitated,

Pointing out that certain aspects of these matters have on several occasions received the attention of the International Labour Organisation, as evidenced, for example, by the Vocational Rehabilitation (Disabled) Recommendation (No. 99), adopted by the Conference on 22 June 1955, and by resolutions on these matters adopted at various sessions, for example the resolution concerning persons disabled in war, adopted at the 38th (1955) Session, the resolution concerning the problems of older workers, adopted at the 45th (1961) Session, and the resolution concerning vocational rehabilitation of disabled persons, adopted at the 49th

¹ Adopted on 24 June 1968.

(1965) Session, which furthers the provisions of Recommendation No. 99, and that these matters have also been dealt with at length by the Director-General in his Reports, in particular that dealing with the problems of older workers,

Considering that the compatibility of individual, economic and social considerations with a policy aimed at the rehabilitation of disabled workers and the widening of employment opportunities for disabled persons is fully consistent with all the interests brought into play within the political, economic and social pattern of each country and that it also helps to promote justice by calling upon the undertakings themselves to co-operate with the community as represented by the State;

Invites the Governing Body of the International Labour Office to request the Director-General to carry out appropriate studies with a view to providing information on the basis of which the Governing Body can consider the question of placing on the agenda of a future session of the International Labour Conference the possible revision of the Vocational Rehabilitation (Disabled) Recommendation, 1955 (No. 99), or the possible adoption of a new international instrument, with the following chief objectives:

- (a) the right of disabled workers to rehabilitation;
- (b) the adaptation of employment policies of member States in consultation with employers' and workers' organisations so as to provide the widest possible employment opportunities for such workers;
- (c) co-operation between employers' and workers' organisations for the adaptation to the extent possible of jobs in undertakings, including measures which might enable the retention of such workers in employment;
- (d) the development of specific vocational rehabilitation facilities;
- (e) the grant of assistance for vocational rehabilitation and of guaranteed means of subsistence;
- (f) the establishment of general conditions, including in particular information and education, to ensure that disabled workers when rehabilitated should not be discriminated against by reason of their former disability.

VI

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of an Item Entitled "Labour Inspection in Agriculture" ¹

The General Conference of the International Labour Organisation,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning labour inspection in agriculture;

¹ Adopted on 24 June 1968 by 284 votes in favour, none against, with 4 abstentions.

Decides that an item entitled "Labour inspection in agriculture" 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.

VII

Resolution concerning the Placing on the Agenda of the Next Ordinary Session of the Conference of the Question of the Revision of Conventions Nos. 24 and 25 concerning Sickness Insurance¹

The General Conference of the International Labour Organisation,
Having adopted the report of the Committee appointed to consider the sixth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning sickness insurance;

Decides that the question of the revision of Conventions Nos. 24 and 25 concerning sickness insurance 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.

VIII

Resolution concerning the Adoption of the Budget for the 51st Financial Period (1969) and the Allocation of Expenses among Member States for 1969²

The General Conference of the International Labour Organisation;

In virtue of the Financial Regulations, passes for the 51st financial period, ending 31 December 1969, the net budget of expenditure of the International Labour Organisation amounting to \$26,612,739 and the net budget of income amounting to \$26,612,739 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.

IX

Resolution concerning the Contributions Payable to the I.L.O. Staff Pensions Fund in 1969³

The General Conference of the International Labour Organisation;

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1969 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;

¹ Adopted unanimously on 25 June 1968.

² Adopted on 20 June 1968 by 338 votes in favour, 3 against, with 13 abstentions.

³ Adopted on 20 June 1968.

Decides that, for the year 1969, 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.).

X

Resolution concerning Appointments to the Administrative Board of the I.L.O. Staff Pensions Fund and the I.L.O. Staff Pension Committee (United Nations Joint Staff Pension Fund) ¹

The General Conference of the International Labour Organisation;

Reappoints the present members and substitute members of the Administrative Board of the I.L.O. Staff Pensions Fund for the three years from 9 October 1968 to 8 October 1971, and of the I.L.O. Staff Pension Committee (United Nations Joint Staff Pension Fund) for the period from 11 July 1968 to 8 October 1971. It appoints Mr. W. M. Yoffee (*United States*) as substitute member for the same periods so that it will be represented on these bodies until 8 October 1971 as follows:

Members :

Mr. H. S. Kirkaldy (*United Kingdom*).
Mr. P. Juhl-Christensen (*Denmark*).
Mr. A. Heilbronner (*France*).

Substitute members :

Mr. E. Kaiser (*Switzerland*).
Mr. B. Hamdahl (*Sweden*).
Mr. W. M. Yoffee (*United States*).

XI

Resolution concerning Appointments to the Administrative Tribunal of the International Labour Organisation ¹

The General Conference of the International Labour Organisation,

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

Extends the terms of office of Mr. Letourneur (*France*) and Mr. Markose (*India*), respectively, as judge and deputy judge of the Administrative Tribunal of the International Labour Organisation for a further period of three years.

¹ Adopted on 20 June 1968.

XII

Resolution concerning the Reimbursement of the Share of Albania in the Working Capital Fund ¹

The General Conference of the International Labour Organisation;

Decides that, when the Government of Albania has paid the amounts due by it to the International Labour Organisation in respect of Albania's contributions to the budget of the Organisation for each of the years 1964, 1965, 1966 and 1967, the share of Albania in the Working Capital Fund shall be reimbursed to the Government of Albania;

Instructs the Director-General of the International Labour Office to inform the Government of Albania of this decision.

XIII

Resolution concerning the Amendment of the Financial Regulations of the I.L.O. to Provide for a Biennial Budget Cycle ²

The General Conference of the International Labour Organisation;

Decides to amend the Financial Regulations of the Organisation to read as set out in the text appended ³, with effect from 1 January 1970, it being understood that the amended text shall also apply before that date to the preparation and approval of the programme and budget for 1970-71.

¹ Adopted on 20 June 1968.

² Adopted on 20 June 1968. This resolution was introduced by the following paragraphs in the report of the Finance Committee of Government Representatives:

" 95. The Committee had before it a recommendation by the Governing Body that the Conference decide to adopt the programme and budget of the International Labour Organisation for a two-year, instead of a one-year, financial period, beginning with the period 1970-71. Also before the Committee was a resolution submitted by the Governing Body concerning the revision of the Financial Regulations to provide for biennial budgeting, together with the text of the proposed revision to the Financial Regulations....

" 96. The Committee recommends to the Conference that it decide to adopt the programme and budget of the International Labour Organisation for a two-year, instead of a one-year, financial period, beginning with the period 1970-71. In order to give effect to this decision the Committee also recommends that the Conference adopt the resolution set forth below: " [Here follows the text of the resolution.]

³ Not reproduced here. The amended text will be published in the *Record of Proceedings* of the 52nd Session of the Conference.