

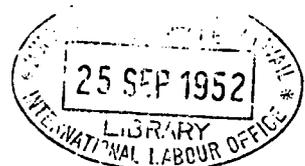
INTERNATIONAL LABOUR OFFICE

**Resolutions and Various Texts
adopted by the
International Labour Conference
at its 35th Session**

(Geneva, June 1952)



**GENEVA
1952**



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**Resolutions adopted by the International Labour
Conference at its 35th Session**
(Geneva, 1952)

I

Resolution concerning the Independence of the Trade Union Movement
(Adopted on 26 June 1952)¹

Whereas the International Labour Conference at its recent session has formulated in international Conventions and Recommendations principles for the establishment of freedom of association and good industrial relations ;

Whereas a stable, free and independent trade union movement is an essential condition for good industrial relations and should contribute to the improvement of social conditions generally in each country ;

Whereas the relations between the trade union movement and political parties will inevitably vary for each country ; and

Whereas any political affiliation or political action by the trade unions depends on national conditions in each country ;

Considering nevertheless that there are certain principles which should be laid down in this regard which are essential to protect the freedom and independence of the trade union movement and its fundamental task of advancing the social and economic wellbeing of the workers,

The International Labour Conference at its 35th Session adopts this twenty-sixth day of June 1952 the following resolution :

1. The fundamental and permanent mission of the trade union movement is the economic and social advancement of the workers.

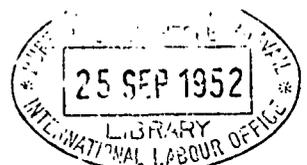
2. The trade unions also have an important role to perform in co-operation with other elements in promoting social and economic development and the advancement of the community as a whole in each country.

3. To these ends it is essential for the trade union movement in each country to preserve its freedom and independence so as to be in a position to carry forward its economic and social mission irrespective of political changes.

4. A condition for such freedom and independence is that trade unions be constituted as to membership without regard to race, national origin or political affiliations and pursue their trade union objectives on the basis of the solidarity and economic and social interests of all workers.

5. When trade unions in accordance with national law and practice of their respective countries and at the decision of their members decide

¹ Adopted by 112 votes to nil, with 37 abstentions.



to establish relations with a political party or to undertake constitutional political action as a means towards the advancement of their economic and social objectives, such political relations or actions should not be of such a nature as to compromise the continuance of the trade union movement or its social and economic functions irrespective of political changes in the country.

6. Governments in seeking the co-operation of trade unions to carry out their economic and social policies should recognise that the value of this co-operation rests to a large extent on the freedom and independence of the trade union movement as an essential factor in promoting social advancement and should not attempt to transform the trade union movement into an instrument for the pursuance of political aims, nor should they attempt to interfere with the normal functions of a trade union movement because of its freely established relationship with a political party.

II

Resolution concerning Assistance to Underdeveloped Countries

(Adopted on 27 June 1952)¹

The Conference,

Convinced that the acceleration of the development of underdeveloped countries is one of the basic conditions both of the expansion and development of the world economy as a whole and of the maintenance and strengthening of world peace ;

Convinced that the acceleration of the development of underdeveloped countries is conditioned not only by the national efforts of the underdeveloped countries themselves but also by the quantity and quality of international assistance rendered by developed countries and international agencies ;

Noting with interest the decisions taken on this subject by the General Assembly of the United Nations at its Sixth Session ;

Noting with satisfaction the contribution afforded to the economic development of underdeveloped countries through national efforts, international aid, bilateral arrangements and other forms of assistance,

Expresses its hope that the United Nations and the specialised agencies will make every effort to make international assistance to underdeveloped countries increasingly effective,

Notes with satisfaction the activity of the International Labour Organisation in the field of assistance to underdeveloped countries, as stated in the Report of the Director-General, and

Requests the Governing Body and the Director-General of the International Labour Office to continue to develop and extend this activity so that the International Labour Organisation may give its greatest contribution to the economic and social development of underdeveloped countries.

¹ Adopted by 121 votes to nil, with 7 abstentions.

III

Resolution concerning the Effective Prosecution in All Countries of the Aims and Objectives of the International Labour Organisation in Conditions of Freedom and Security

(Adopted on 27 June 1952)¹

Whereas it is laid down in the Declaration of Philadelphia that the central aim of national and international policy shall be the attainment of conditions in which all human beings have the right to pursue both their material wellbeing and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity,

Whereas the available resources of many countries are severely extended by the claims of economic development and national security as well as by efforts to maintain or improve the present living standards of their peoples,

The Conference calls upon all States Members to make every effort, both national and international, more particularly through their mutual relations in the field of economics and trade, to secure that adequate resources are progressively available for the purpose of the effective prosecution in all countries of the aims and objectives of the International Labour Organisation in conditions of freedom and security.

IV

Resolution concerning the Admission of the United Kingdom of Libya to Membership of the International Labour Organisation

(Adopted on 11 June 1952)²

The General Conference of the International Labour Organisation,

Having been seized of an application from the Government of the United Kingdom of Libya for membership in the International Labour Organisation,

Recalling that it has always been the firm conviction of the Organisation that its ends can be more effectively advanced if the membership of the Organisation could be made universal,

Decides to admit the United Kingdom of Libya to membership in the International Labour Organisation with the same rights and obligations as the other Members of the International Labour Organisation.

The Conference takes note that the United Kingdom of Libya accepts the undertakings given on its behalf by the Government of Italy under the provisions of Article 35 of the Constitution of the International Labour Organisation and that the Government of Libya will give consideration at a very early date to the formal ratification of these Conventions.

The Conference authorises the Governing Body to make the necessary arrangements with the Government of the United Kingdom of Libya with regard to its financial contributions.

¹ Adopted by 118 votes to 7, with 1 abstention.

² Adopted unanimously.

The Conference notes that the Government of Libya 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 the United Kingdom of Libya to membership in the International Labour Organisation will take effect on the adoption of the present resolution by the Conference.

V

Resolution concerning the Placing on the Agenda of the Next General Session of the Conference of the Question of Protection of the Health of Workers in Places of Employment

(Adopted on 28 June 1952)¹

The Conference,

Having before it the eighth item on its agenda dealing with the protection of the health of workers in places of employment ;

Having adopted the report of the Committee appointed to consider the eighth item on the agenda ;

Having taken note of the view expressed in that report that the decision as to the form of the international regulations should be taken at the next general session of the Conference ;

Decides :

(1) to put on the agenda of its next general session the question of protection of the health of workers in places of employment ;

(2) to instruct the Office to include in the report to be submitted to Governments under paragraph 6 of Article 39 of the Standing Orders of the Conference the following alternative texts :

(a) a Convention supplemented by a Recommendation ;

(b) a Recommendation ;

(3) that the decision as to which of these forms the international regulations shall take shall be taken at the next general session of the Conference.

VI

Resolution concerning the Placing on the Agenda of the Next General Session of the Conference of the Question of the Minimum Age of Admission to Work Underground in Coal Mines

(Adopted on 28 June 1952)²

The Conference decides to include in the agenda of its next general session in 1953 the question of the minimum age of admission to work underground in coal mines for a second discussion with a view to the adoption of a Recommendation on this question.

¹ Adopted by 118 votes to nil, with 30 abstentions.

² Adopted by 121 votes to 31, with 13 abstentions.

VII

Resolution concerning Objectives and Advanced Standards of Social Security

(Adopted on 27 June 1952)¹

The Conference,

Having considered the report of the Committee appointed to examine the fifth item on its agenda ; and

Considering that the preparation of an instrument dealing with the objectives and advanced standards of social security is likely to involve problems of even greater complexity,

Invites the Governing Body to re-examine the question of objectives and advanced standards of social security and to choose an appropriate time for placing it on the agenda of the Conference.

VIII

Resolution concerning the Situation of Aliens and Migrant Workers in the Field of Social Security

(Adopted on 25 June 1952)²

The Conference,

Having considered the report of the Committee on Social Security concerning minimum standards of social security, and

Having taken note that the provisions in the proposed Convention on minimum standards of social security concerning equality of treatment of non-national residents do not deal fully with the complex problem which the status of non-national residents and migrant workers raises in the social security field ;

Invites the Governing Body to consider any appropriate measures for the establishment of an international instrument which would deal with the situation of aliens and migrant workers in the field of social security.

IX

Resolution concerning Social Security and Social Welfare Facilities in Coal Mines

(Adopted on 26 June 1952)³

The Conference requests the Governing Body to refer the questions of social security and social welfare facilities and services in so far as they apply particularly to workers in coal mines to the next session of the Coal Mines Committee for further study of these questions with regard to all workers, including young workers.

¹ Adopted by 132 votes to 1, with 29 abstentions.

² Adopted by 125 votes to 1, with 5 abstentions.

³ Adopted unanimously.

X

**Resolution concerning the Regulation of the Employment of Young Persons
in Underground Work in Coal Mines**

(Adopted on 27 June 1952)¹

Whereas the General Conference of the International Labour Organisation has adopted a series of Conventions and Recommendations dealing particularly with the regulation of employment of young persons in industry and their vocational preparation, namely, the Minimum Age (Industry) Convention, 1919, the Minimum Age (Industry) Convention (Revised), 1937, the Medical Examination of Young Persons (Industry) Convention, 1946, the Night Work of Young Persons (Industry) Convention (Revised), 1948, the Vocational Training and Apprenticeship Recommendations, 1939, the Vocational Guidance Recommendation, 1949; or including young workers in more general provisions, as in the Hours of Work (Coal Mines) Convention (Revised), 1935 and the Labour Inspection (Mining and Transport) Recommendation, 1947; and

Whereas the Coal Mines Committee of the International Labour Organisation has adopted a series of resolutions concerning respectively, in 1947, apprenticeship and vocational training in coal mines, in 1949, various aspects of the regulation of employment of young workers underground in coal mines, and, in 1951, minimum age of admission to employment underground in coal mines; and

Whereas in the prevailing circumstances of life and work in mining areas it is necessary that special attention be devoted to appropriate social measures to permit the full cultural, physical and vocational development of young persons; and

Whereas the measures to be taken will necessarily vary with the nature of the question concerned and with national conditions, some of these measures being legislative, while others may be more appropriate for application by the parties concerned by means of collective agreements or otherwise,

The International Labour Conference, meeting at Geneva in its 35th Session, adopts this twenty-seventh day of June 1952 the following resolution concerning the regulation of the employment of young persons in underground work in coal mines:

I. MINIMUM AGE

1. Young persons under sixteen years of age should not be employed underground in coal mines.

2. Young persons who have attained the age of sixteen years but are under eighteen years of age should not be employed underground in coal mines except—

(a) for purposes of apprenticeship or other systematic vocational training provided under adequate supervision, by competent persons with technical and practical experience of the work, or

¹ Adopted by 104 votes to 13, with 24 abstentions.

- (b) under conditions determined by the competent authority prescribing the places of work and occupations permitted and the measures of systematic medical supervision to be applied.

II. VOCATIONAL GUIDANCE

3. Systematic vocational guidance with regard to the coal-mining industry should be made available to all young persons wherever appropriate to the national economy and individual welfare.

4. Such vocational guidance should be developed within the framework of a general vocational guidance programme covering all occupations and should be consistent with the purposes and standards of general education.

5. It should provide, *inter alia*—

- (a) where appropriate, from a given time before school-leaving age, a curriculum in elementary schools, which should include material relating to the coal-mining industry ; the curriculum should avoid premature specialisation and the material should be presented objectively so as not to exercise undue pressure, but so as to stimulate the students' respect for and interest in work in the mines ;
- (b) where practicable, in the last year of school attendance, conducted visits to the pits or training centres, supplemented by talks dealing both with what the students have been able to see and with the different careers which the coal industry can offer to its employees ;
- (c) where practicable, curricula in secondary and technical schools, including the study of the various aspects of the coal industry and work in the mines, together with visits to the collieries in order to stimulate among students interest in the industry and, in particular, in the work of mining technicians and engineers.

6. Young persons seeking to enter coal mining should be advised, if they have not already done so, to obtain vocational guidance where it is available to them.

7. The principles and methods of vocational guidance as described in Part III of the Vocational Guidance Recommendation, 1949, should be applied to young persons considering underground employment in coal mines in any of its aspects as a career.

III. VOCATIONAL TRAINING

8. Where appropriate to the national economy, systematic vocational training which should be theoretical and practical in character and free of charge should be made available to all young persons employed in coal mines and wishing to engage in underground work.

9. (1) This training should be such as to enable young persons to acquire the professional trade qualifications necessary to perform their work competently and with a maximum of safety and to facilitate their adjustment to new technical developments in coal mining.

(2) It should be given in vocational schools, training centres, or during the performance of work under the direction of qualified instructors with practical experience.

10. Training programmes should include—

- (a) courses in general education and physical training ;
- (b) courses in the basic theory and practice of mining necessary for the performance of work in the mines, including visits to the mines ;
- (c) instruction in hygiene and safety measures ; and
- (d) after at least three months of training, essentially productive work under the direction of experienced instructors.

11. Examinations should be held at the end of the training period and, if so desired, during the course of training, in order to assess the qualifications of the trainees, and should lead to the awarding of recognised certificates attesting the results of these examinations.

12. The employers and the representatives of the recognised organisations of employees should collaborate in the organisation and application of these training programmes.

13. A training centre should be attached to every colliery or at least to every coalfield and should be established at the colliery, in the vicinity, or on any other suitable site, reproducing, as far as possible, the conditions of underground work.

14. Where such centres exist, all young persons engaged for underground work should receive suitable training in them sufficiently thorough to enable them to attain the qualifications required for the jobs for which they have been selected.

15. Where such training centres do not exist, young persons under eighteen years of age whose aptitudes appear to justify it should have the opportunity to follow courses of general and technical education and physical training during working hours without loss of earnings.

16. (1) The collieries should, with the co-operation of workers' organisations and the public authorities, undertake the training in teaching methods of the instructors and also, so far as possible, of the workers called upon to take charge of apprentices.

(2) The methods of vocational training should be periodically studied and reviewed, so as to ensure their adaptation to modern teaching principles and techniques and to take account of new technical developments in the mining industry.

17. The young persons who have obtained the best results in the final examinations, and whose aptitudes appear to justify it, should, after a suitable period of work in the mine, be admitted to schools for the training of supervisory and higher-grade staff.

18. (1) In order to make it possible for young persons employed in the mines to rise to the highest posts, scholarships should be made available for study either in their own country or abroad.

(2) International exchange of trainees and instructors should be organised and developed.

IV. MEDICAL EXAMINATION

19. Provision should be made for the compulsory medical examination of all young persons under twenty-one years of age to ensure the maintenance of their health when employed underground in coal mines.

20. Such provision should include—

- (a) a thorough pre-employment medical examination, including radiological examination, to determine fitness for admission to vocational training or employment underground in coal mines ;
- (b) a general re-examination, at least every two years, supplemented by special examinations, where appropriate, to confirm continued fitness ; and
- (c) where appropriate, particularly between the ages of sixteen and eighteen years, examinations at more frequent intervals.

21. Young persons in whom such medical re-examination after a given period of employment in underground work reveals unfitness, handicaps or deficiencies caused by underground work or the early symptoms of occupational disease, and young persons who have suffered injury in the course of their duty, should have access—without prejudice to the payment of monetary compensation due on account of accident or occupational disease—to services which will ensure their physical and vocational rehabilitation and, where appropriate or desirable, to services ensuring their vocational re-orientation within the coal industry or in a more suitable occupation.

22. The medical examinations and re-examinations should be the responsibility of qualified physicians familiar with conditions of work underground in coal mines.

V. NIGHT WORK

23. Young persons under eighteen years of age should not be employed at night on underground work in coal mines.

VI. REST PAUSES AND HOLIDAYS

24. Young persons under eighteen years of age employed underground in coal mines should be assured daily breaks, weekly rest periods and annual paid holidays of sufficient duration to enable the physical and mental energy lost as a result of employment underground to be made good.

25. These periods should comprise as a minimum—

- (a) a rest period during the working day, paid for at the same rate as working hours, of specified minimum duration sufficient to permit a meal to be eaten ;
- (b) a weekly rest period averaging thirty-six consecutive hours, the average to be calculated on a basis of four weeks, including, in accordance with the provisions of the Hours of Work (Coal Mines) Convention (Revised), 1935, Sunday or the day established by the tradition or custom of the country or district ;

- (c) rest on legal public holidays ;
- (d) annual paid holidays of a minimum duration of eighteen working days.

VII. INSPECTION SERVICES

26. Primary consideration should be given to extending appropriate supervisory services to areas where young persons are employed underground.

27. Methods of supervision of the employment of young workers underground in coal mines should include the following :

- (a) supervisory authorities should be empowered, within limits carefully defined by law, to take the necessary steps with a view to remedying as quickly as possible conditions they consider to constitute a threat to the health or safety of the young workers employed underground ;
- (b) supervision of the employment conditions of young workers should be effected by means of close collaboration between various agencies, such as the employment and labour inspection services, the public medical and social services, and the appropriate departments of undertakings in accordance with their respective responsibilities.

28. Employers should be required to facilitate the tasks of inspectors by placing at their disposal the special register provided for in the relevant Conventions dealing with minimum age, night work and medical examination of young persons, or general registers including the data on young persons required by these texts, and all such other documents as give precise information in regard to young persons employed underground.

XI

Resolution concerning the Elimination or Reduction of Risks of Workers Exposed to or in Contact with Harmful Substances or Radiations

(Adopted on 26 June 1952)¹

Whereas the International Labour Conference at its 35th Session has had under consideration proposals for international regulations relating to protection of the health of workers in places of employment ;

And whereas it is proposed that such international regulations should include provisions concerning methods of reducing or eliminating risks to health in places of employment, including particular methods of protecting the health of workers which may be applied, as necessary and appropriate, in connection with special risks of injury to health ;

And whereas, in view of the great variety of such special risks and of circumstances in which they are encountered, it is not possible to formulate rules of a general nature as to the methods to be applied, but it is desirable to draw attention to particular types of method which should be considered ;

¹ Adopted by 137 votes to nil, with 16 abstentions.

The Conference resolves as follows :

With a view to eliminating or reducing risks of workers becoming exposed to or in contact with harmful substances or radiations, whether in the atmosphere or in more direct connection with their work, employers and others concerned in the various countries should be encouraged by Governments to consider always the types of method indicated below and apply such of them, or such combinations of them, as appear to be appropriate and reasonably practicable in the circumstances of the particular case :

- (a) substitution of harmless or less harmful substances ;
- (b) use of mechanical methods or of tools so as to eliminate or reduce direct contact with the substance ;
- (c) use of wet or damp working methods (or use of foams, colloids, etc.) so that giving off of harmful dust is reduced or eliminated ;
- (d) enclosure of the operation, in conjunction where appropriate with exhaust ventilation of the enclosure, to prevent or reduce the escape of dust, fumes, vapours or radiations into the atmosphere of the workplace ;
- (e) without enclosure (or without complete enclosure), use of local exhaust ventilation as near as practicable to the point where dust, fume, vapour or radiation is given off ;
- (f) good general ventilation of the workroom or workplace so that harmful substances escaping into the atmosphere notwithstanding any other precautions do not accumulate or remain there in dangerous concentrations ;
- (g) periodic vacuum or damp cleaning of parts of the workplace and of its equipment where harmful dust is liable to accumulate and thence become dispersed into the atmosphere ;
- (h) isolation of the operation in a separated room or area so that the number of workers exposed to the hazard is reduced to a minimum ;
- (i) provision for the workers of protective clothing or equipment or other means of personal protection (for instance, substances to protect the skin), of kinds appropriate in the circumstances of the case.

XII

Resolution concerning the Collection and Diffusion of Information on the Substitution of Harmless or Less Harmful Substances for Harmful Substances

(Adopted on 26 June 1952)¹

The Conference,

Having adopted the proposed conclusions for the eighth item on the agenda of the Conference ;

Having, in particular, approved the principle suggested in Point 10 of the draft conclusions submitted by the Office concerning the substitution of harmless or less harmful substances for harmful substances ;

Having, furthermore, approved an amendment proposed by the Workers' members, according to which the national authority should promote and

¹ Adopted unanimously.

where possible undertake the study of the substitution of harmless or less harmful substances for harmful substances ;

Considering that the application of the principle of substitution would be facilitated by the collection and diffusion on the international level of information on the problems arising and the progress achieved in this field ; and

Recalling in addition that the International Labour Conference, at its Third Session in 1921, adopted the White Lead (Painting) Convention which prohibits the use of this toxic substance in the internal painting of buildings,

(1) Invites the Governing Body of the International Labour Office to instruct the Office to assemble, and to promote exchanges between the various countries of, information on the technical possibility of substituting harmless or less harmful substances for harmful substances, in order that countries less advanced in the field of scientific research and its industrial applications may benefit from the results achieved in the more advanced countries ;

(2) Invites the Governing Body to consider when the technical and economic possibility of applying substitution in certain cases has been adequately demonstrated, whether the question of the adoption of international Conventions making such substitution obligatory should be placed on the agenda of the International Labour Conference.

XIII

Resolution concerning Consultation and Co-operation between Employers and Workers at the Level of the Undertaking

(Adopted on 26 June 1952)¹

The Conference,

Considering that the International Labour Conference, at its 35th Session, adopted a Recommendation enunciating the principle of consultation and co-operation between employers and workers at the level of the undertaking ;

Considering that the Declaration of Philadelphia recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve the co-operation of management and labour in the continuous improvement of productive efficiency and the collaboration of workers and employers in the preparation and application of social and economic measures ;

Considering that employers and workers recognise that consultation and co-operation on a basis of mutual confidence render an essential contribution to the efficiency and productivity of an undertaking, and also contribute to the social and economic wellbeing of the workers, and considering that Governments also recognise that it is in the national interest to encourage consultation and co-operation between employers and workers at the level of the undertaking ;

Realising that the wide diversity of national practices and the different stages of development attained by the various countries make it difficult

¹ Adopted by 137 votes to 2, with 16 abstentions.

to frame precise or universal standards which should govern the principles and practice of consultation and co-operation between employers and workers at the level of the undertaking ;

Desiring, however, to further the efforts being made in different countries by the parties concerned towards consultation and co-operation between employers and workers at the level of the undertaking,

Decides to embody in the present resolution the provisions set out in paragraphs 1 to 7 below by which the parties concerned, acting on a voluntary basis, or the public authority making laws or regulations, may be guided when making arrangements for consultation and co-operation between employers and workers at the level of the undertaking :

1. The representatives of the workers on bodies for consultation and co-operation should be freely appointed or recalled by the workers themselves in the undertaking.

2. The different categories of workers employed in the undertaking should be represented on an appropriate basis on the bodies for consultation and co-operation.

3. (1) Bodies for consultation and co-operation should have the essential function of increasing understanding of each other's point of view between all parties in the undertaking on a basis of real equality of discussion, and of assisting management by giving advice, information and suggestions on matters relating to production and the comfort and well-being of the workers.

(2) In accordance with national custom or practice such consultation and co-operation should be—

- (a) facilitated by the encouragement of voluntary agreements between the parties, or
- (b) promoted by laws or regulations which would establish bodies for consultation and co-operation and determine their scope, functions, structure and methods of operation as may be appropriate to the conditions in the various undertakings, or
- (c) facilitated or promoted by a combination of these methods.

4. The managements of undertakings should take appropriate measures to facilitate the proper functioning of bodies for consultation and co-operation such as—

- (a) placing at the disposal of the body for consultation and co-operation the premises, material, and, in appropriate cases, the staff essential to its meetings or indispensable for its secretariat ;
- (b) informing the body for consultation and co-operation, at regular intervals, and not less than once a year, regarding the activity of the undertaking and the plans for the coming twelve months, and to give general information regarding the economic and technical situation of the undertaking ;
- (c) allowing the representatives of the workers the necessary time to perform their functions without loss of pay.

5. Appropriate measures should be taken to ensure that members of bodies for consultation and co-operation should not disclose confidential information which may be brought to their knowledge during the performance of their functions.

6. Appropriate measures should be taken to ensure the adequate protection of the representatives of the workers against discrimination because of the exercise of their functions.

7. All parties concerned with the activities of bodies for consultation and co-operation should take special measures to keep the whole of the personnel informed of such activities subject to the non-disclosure of confidential information referred to in paragraph 5 above.

The Conference requests the Governing Body to invite the Director-General to follow the developments in the different countries in this matter very closely and to report thereon to the Governing Body.

XIV

Resolution concerning the Adoption of the Budget for the 35th Financial Period (1953) and the Allocation of Expenses among States Members for 1953

(Adopted on 24 June 1952)¹

In virtue of the Financial Regulations the Conference passes for the 35th financial period, ending 31 December 1953, the budget of expenditure of the International Labour Organisation, amounting to 6,469,085 U.S. dollars and the budget of income amounting to 6,469,085 U.S. dollars, and resolves that the budget of income from States Members shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

XV

Resolution concerning Contributions Payable to the I.L.O. Staff Pensions Fund in 1953

(Adopted on 24 June 1952)²

The International Labour Conference—

Decides that the contribution of the International Labour Organisation to the Pensions Fund for 1953 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 1953, the officials mentioned in Article 4, paragraph (a) (i) of the I.L.O. Staff Pensions Regulations shall continue to pay an additional one per cent. of their pensionable emoluments (making a total of seven-and-one-half per cent.), and those mentioned in Article 4, paragraph (a) (ii), an additional half per cent. (making a total of five-and-one-half per cent.) if their pensionable emoluments exceed the equivalent of Swiss francs 6,500 per annum, and an additional quarter per cent. (making a total of five-and-one-quarter per cent.) if these 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 1953 in respect of the contributions

¹ Adopted by 184 votes to 8, with no abstentions.

² Adopted unanimously.

of the Organisation to the I.L.O. Staff Pensions Fund should be paid to the Fund.

XVI

Resolution concerning the Early Payment of Contributions by States Members

(Adopted on 24 June 1952)¹

The International Labour Conference—

Noting the proposal made by the Governing Body following upon its consideration of the problem of arrears of contributions due by States Members to the budget of the Organisation,

Recommends all States Members to pay their contributions within the year for which they are assessed and as early in the year as their national budgetary procedures permit.

¹ Adopted unanimously.

**Additional Texts Adopted by the International Labour
Conference at its 35th Session
(Geneva, 1952)**

**Revised Text of the Financial Regulations
(Articles 19-22 bis)**

The Finance Committee of Government Representatives had before it proposals made by the Governing Body for the amalgamation of the Working Fund and the Reserve Fund. These proposals included certain amendments to the relevant articles of the Financial Regulations.

In accordance with the recommendation of the Finance Committee of Government Representatives, the Conference, at its sitting of 28 June 1952, adopted the proposed amendments. The revised text of the relevant articles of the Financial Regulations is as follows :

CHAPTER V. THE WORKING CAPITAL FUND

Article 19

1. The Working Capital Fund is a fund established for the following purposes :
 - (a) to finance budgetary appropriations pending receipt of contributions or other income ; and
 - (b) in exceptional circumstances and subject to prior authorisation of the Governing Body, to provide advances to meet contingencies and emergencies.
2. The Working Capital Fund shall be of such amount as may be voted from time to time by the Conference and shall be constituted by—
 - (a) moneys placed in the Fund by the Members of the Organisation, the amount of the share of each Member being assessed in accordance with the budgetary scale of contributions, and
 - (b) any sums which the Conference may cause to be paid into it from time to time.
3. The sums paid by Members of the Organisation under paragraph 2 (a) for the purpose of constituting or augmenting the Working Capital Fund shall be carried to the credit of the Members which have paid such sums. The sums which the Conference causes to be paid into the Fund from time to time shall be carried to the credit of the Organisation.
4. The Conference may liberate all or part of the sums constituting the Working Capital Fund, and the sums so liberated in so far as they are derived from moneys placed in the Fund under paragraph 2 (a) shall be returned to the Members which have contributed to the Fund in proportion to their respective contributions.
5. Subject to a decision of the Conference, States which for any reason cease to be Members of the Organisation shall be entitled to the reimbursement of the total amount of their contributions to the Working Capital Fund, under paragraph 2 (a).
6. Members joining the Organisation shall contribute to the Working Capital Fund even if such contributions would bring the Working Capital Fund above a maximum limit fixed for it by the Conference, provided that the position with regard to the Fund shall be reviewed by the Conference from time to time with a view to determining what adjustment, if any, should be made in the amount of the Fund, having regard to consequent excess over the maximum limit.

Article 20

1. The Working Capital Fund shall be administered as a separate account.

A statement showing the position of the Fund, audited by the auditor, shall be submitted each year to the Conference. Contributions to the Fund under Article 19 paragraph 2 (a) shall be made through the annual budget. As soon as a Member pays its contribution, the Working Capital Fund account shall be immediately credited with a portion of the contribution corresponding to the ratio between the amount voted in respect of the Working Capital Fund for the year and the total amount voted for the year.

2. Interest earned on the Fund shall be added to the shares in the Fund standing to the credit (a) of individual Members and (b) of the Organisation in proportion to the amount of their shares.

Article 21

1. (a) Sums not exceeding the total contributions to the Fund by the Members of the Organisation may be withdrawn from the Working Capital Fund to finance budgetary appropriations for any year pending receipt of contributions or other income and shall be reimbursed to the Fund in the course of that financial year as soon as receipts from contributions or other income are available for this purpose.

(b) In exceptional circumstances and subject to the prior authorisation of the Governing Body, should the sums contributed to the Working Capital Fund by the Members be temporarily inadequate to finance budgetary appropriations pending receipt of contributions, advances may be made from that part of the Working Capital Fund which stands to the credit of the Organisation. Such advances shall be reimbursed to the Fund as soon as receipts from contributions or other income are available.

2. If in any financial year any sum withdrawn from the Working Capital Fund, to finance budgetary expenditure pending receipt of contributions or other income, cannot be reimbursed in the course of the financial year owing to the fact that total budgetary income for the year falls short of total budgetary expenditure, such sum shall be reimbursed to the Fund by including an appropriate credit in the budget for the next year but one.

3. Sums withdrawn from the Working Capital Fund to provide advances to meet contingencies and emergencies shall be reimbursed to the Fund by including an appropriate credit in the budget for the next year but one.¹

Extracts from the Report of the Committee on Standing Orders ²

I. SIMPLIFICATION OF THE PROCEDURE OF THE CONFERENCE

At its 118th Session (Geneva, March 1952) the Governing Body of the International Labour Office considered a number of proposals made by its Committee on Standing Orders and Application of Conventions and Recommendations for simplifying the procedure of the Conference and decided to transmit them to the President of the 35th Session of the Conference and to the Selection Committee in order that the latter might take such action upon them as might be practicable.

On the recommendation of the Selection Committee the Conference gave immediate effect ³ to the two following recommendations :

(a) *Punctuality in beginning meetings.*

Plenary sittings of the Conference should invariably begin precisely at the hour announced and if the President of the Conference is unable

¹ Articles 22 (Purpose and Constitution of the Reserve Fund) and 22 bis (Withdrawals from and Reimbursement to the Reserve Fund) are deleted.

² The Conference adopted this Report on 27 June 1952.

³ By a decision taken on 5 June 1952.

to take the Chair at that hour his place should be filled by one of the Vice-Presidents.

- (b) *Publication of names of members of Committees instead of the reading of these names at a plenary sitting of the Conference.*

The Conference should approve the nominations made by the groups without having the lists of names read to it ; these lists would, of course, be published in the *Provisional Record*, and it was suggested that appropriate arrangements should be made for the lists to be reviewed on behalf of the three groups before being printed in the *Provisional Record* . . .

On the recommendation of the Selection Committee, the Conference decided to refer the other Governing Body recommendations concerning the simplification of the Conference procedure to the Committee on Standing Orders for consideration and report. These recommendations were the following.

- (c) *Arrangements for setting up Committees at the beginning of the Conference.*

The Standing Orders Committee does not propose the laying down of rigid rules governing this question, but offers certain suggestions which would, in particular, serve as a guide for the Selection Committee in its approach to its work.

On the assumption that the session would open officially on a Wednesday, the Standing Orders Committee recommends that the following timetable should as far as possible be followed during the first two days.

Wednesday.

The opening sitting should start at 10 a.m., as at the present session, instead of at 11 a.m. as in the past, and proceed to the election of its President. This would enable the groups to hold official meetings at the close of the opening sitting for the selection of the Officers of the groups, the nomination of groups' representatives on the Selection Committee, and the nomination of the Vice-Presidents of the Conference. The Conference would meet again at the beginning of the afternoon to elect its Vice-Presidents and appoint the Selection Committee. This Committee would meet immediately after the close of the plenary sitting in order to draw up its recommendations concerning the Committees to be established and membership targets to be used as the basis for the usual negotiations between the groups on the following morning.

Thursday.

Thursday morning would be occupied by group meetings and inter-group consultations. The results of these consultations would be reported to the Selection Committee, which would meet at 3 p.m. and which would submit its report to a plenary sitting of the Conference at 4 p.m.

Arrangements should be made for the largest possible number of committees to meet on Thursday afternoon to elect their officers—the precise arrangements being left to the Selection Committee.

The arrangements thereafter would be decided by the Selection Committee according to circumstances.

The Standing Orders Committee also recommends that the Selection Committee should consider the desirability of delegating to its officers authority to take the necessary steps, in consultation with the Chairmen of the groups, to communicate to the Conference for formal confirmation arrangements necessitated by the provision of additional seats as members of Committees for latecomers and other slight adjustments which are not of a controversial nature. It would, of course, be understood that any change in the composition of Committees which was not completely non-controversial would, as at present, be considered by the Selection Committee.

The Standing Orders Committee decided not to make any recommendation to the Conference concerning group meetings which might take place on the Monday and Tuesday preceding the opening of the Conference, it being understood that it would be open to each group to make its own arrangements.

(d) *Arrangements for the discussion of the Director-General's Report.*

(i) The Standing Orders Committee recommends to the Conference that the discussion of the Director-General's Report should normally begin on the Monday following the opening of the session and that the time limit within which delegates must put down their names on the list of speakers should normally expire on the following Saturday, it being understood that this time limit would not apply to visiting Ministers.

(ii) The Committee recommends that this procedure should each year be brought to the attention of delegates.

(iii) The Committee recommends that the Conference should draw attention to the inconvenience which is caused to the Conference as a whole and to other speakers if speakers on the list who have been warned of the approximate time at which they will be invited to speak are not ready to do so at the time fixed ; it considers that such speakers must run the risk of a time which is convenient to them and has not already been pledged to another speaker not being available ; if the volume of business coming before the plenary sittings leaves no margin of time, they may even run the risk of losing their chance to speak altogether.

(iv) Speakers should be asked to warn the Clerk of the Conference as soon as possible in the event of being prevented from speaking.

(v) The Committee draws attention with particular emphasis to paragraph 6 of Article 14 of the Standing Orders of the Conference, which provides that no speech shall exceed 15 minutes, it being understood that the Conference would maintain the courtesy in this matter which it has been customary to extend to visiting Ministers.

(vi) The Committee also recommends that speakers should be requested to concentrate their attention as far as possible on questions relating to the Director-General's Report and on the activities of the International Labour Organisation during the year under review.

II. AMENDMENT OF THE SPANISH TEXT OF ARTICLE 17 OF THE STANDING ORDERS OF THE CONFERENCE

The Standing Orders Committee had before it a proposed amendment to the Spanish text of Article 17 of the Standing Orders of the Conference,

put forward by the Government delegates of Guatemala. The Spanish text of Article 17, 1 (1) reads at present as follows ¹ :

No se podrá presentar durante las sesiones de la Conferencia ninguna resolución que no se refiera a un punto del orden del día, a menos que su texto se haya enviado al Director General de la Oficina Internacional del Trabajo, por lo menos, siete días antes de la fecha fijada para la apertura de la Conferencia.

In accordance with the proposal made by the Guatemalan Government delegates the Standing Orders Committee recommends the Conference to replace the words *se haya enviado al* (has been sent to) in the above-mentioned provision by the words *haya llegado a poder del* (has been deposited with).

The Spanish text of Article 17, 1 (1) of the Standing Orders of the Conference, thus amended, would read as follows :

No se podrá presentar durante las sesiones de la Conferencia ninguna resolución que no se refiera a un punto del orden del día, a menos que su texto haya llegado a poder del Director General de la Oficina Internacional del Trabajo, por lo menos, siete días antes de la fecha fijada para la apertura de la Conferencia.

This amendment would have the advantage of making the Spanish text of Article 17, 1 (1) correspond to the English and French texts of that Article. The amendment affects only the Spanish text of the Standing Orders.

Texts concerning the Consideration of Questions relating to Industrial Relations, including Co-operation

I. EXTRACT FROM THE THIRD REPORT OF THE SELECTION COMMITTEE ²
Co-operation between Employers and Workers

At its 117th Session (November 1951) the Governing Body, anxious to lighten the agenda of the Conference in 1953, authorised the Director-General to suggest to the Conference that it should not carry over beyond the 35th Session its consideration of questions relating to industrial relations, including co-operation.

The Selection Committee has considered this suggestion and recommends the Conference to adopt it.

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II. FOURTEENTH REPORT OF THE SELECTION COMMITTEE ³
Co-operation between Employers and Workers

The Third Report of the Selection Committee, unanimously adopted by the Conference, while providing that the Conference shall not carry over beyond the 35th Session its consideration of questions relating to industrial relations, including co-operation, is not to be regarded as limiting the right of the Governing Body, in accordance with normal practice, to determine if and when these questions shall again be placed on the agenda of a future session of the Conference.

¹ The English text reads as follows :

“ No Resolution relating to a matter not included in an item on the agenda of the Conference shall be moved at any sitting of the Conference unless a copy of the Resolution has been deposited with the Director-General of the International Labour Office at least seven days before the opening of the Conference.”

² The Conference adopted this Report on 9 June 1952.

³ The Conference adopted this Report on 28 June 1952.

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