

2. Need to provide that employers and workers, without distinction whatsoever, should have the inviolable right to establish or join organizations of their own choosing without previous authorization.

3. (1) Need to provide that employers' and workers' organizations should have the right to draw up their constitutions and rules, to organize their administration and activities, and to formulate their programmes.

(2) Need to provide further that the public authorities should refrain from any interference which would restrict this right or impede the organizations in the lawful exercise of this right.

4. Need to provide that employers' and workers' organizations may not be dissolved or suspended by administrative authority.

5. Need to recognize the right of employers' and workers' organizations to establish federations and confederations of such organizations and to affiliate with international organizations of employers and workers.

6. Need to provide that the guarantees defined in paragraphs 2, 3, and 4 with regard to the establishment, functioning, dissolution, and suspension of employers' and workers' organizations should apply to federations and confederations of such organizations.

7. Need to provide that the acquisition of legal personality by employers' and workers' organizations should not be made subject to conditions of such a character as to restrict freedom of association as hereinbefore defined.

8. Desirability of providing that the acquisition and exercise of the rights as outlined in this Part should not exempt employers' and workers' organizations from their full share of responsibilities and obligations.

II. *Protection of the Right to Organize*

1. Desirability of drawing up a proposed Convention concerning the protection of the right to organize.

2. Need to provide that where full and effective protection is not already afforded appropriate measures should be taken to enable guarantees to be provided for the exercise of the right of freedom of association without fear of intimidation, coercion or restraint from any source.

3. Desirability of making such provision as may be necessary for the establishment of appropriate agencies for the purpose of ensuring the protection of the right of association.

(h) RESOLUTION CONCERNING CONTRIBUTIONS PAYABLE TO THE PENSIONS FUND IN 1948

The International Labour Conference :

Decides that the contribution of the International Labour Organization to the Pensions Fund for 1948 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 1948, the officials mentioned in Article 4, paragraph (a) (i) of the Staff Pensions Regulations shall continue to pay an additional 1 per cent. of their pensionable emoluments, and those mentioned in Article 4, paragraph (a) (ii), an additional $\frac{1}{2}$ per cent., if their pensionable emoluments exceed 6,500 francs per annum, and an additional $\frac{1}{4}$ per cent., if these emoluments are 6,500 francs or below that figure.

Resolves, that, in continuation of the arrangement approved in previous years, the whole budgetary vote for 1948 in respect of Part II of the budget shall be paid to the Fund.

(i) RESOLUTION CONCERNING THE ELECTION OF MEMBERS OF THE ADMINISTRATIVE BOARD OF THE STAFF PENSIONS FUND

The Conference, in accordance with Article 3 of the revised Staff Pensions Regulations, elects on the nomination of the Governing Body of the International Labour Office for a period of three years from 9 October, 1947, as members of the Administrative Board of the Staff Pensions Fund, Mr. F. T. Cremins (Ireland), Professor W. Rappard (Switzerland), and Mr. Jack Tate (United States of America), and, as substitute members, Miss Stenberg (Netherlands), Professor Kirkaldy (United Kingdom), and Mr. Charles McCord (Canada).