

I·L·O:

The
Unregarded
Revolution



KATHLEEN GIBBERD

I.L.O.

BY THE SAME AUTHOR

**The People's Government
Young Citizens
The League—Its Successes
and Its Failures**



**THE UNREGARDED
REVOLUTION**

**BY
KATHLEEN GIBBERD**

**Illustrations by
M. S. CHADWICK**

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IN ACKNOWLEDGMENT AND EXPLANATION

THE number of people who have helped me with the material from which I have written the following pages is too large for me to give a list of names. Also I am unwilling that those who have so generously come to my aid should seem in any way responsible for this cursory glance at problems and events of which they have intimate knowledge and about which they care deeply. I shall therefore only acknowledge my debts in a general way.

I am indebted, in the first place, to several trade unions: to a former colleague in the National Union of General and Municipal Workers, to the National Union of Seamen, and to the Marine Officers' Federation. I have also received generous help from the League of Nations Union, especially from its excellent Intelligence Department. But my chief aid has come from the staff of the International Labour Office both in Geneva and in its London outpost. To have been temporarily associated with this new International Civil Service, so efficient and yet so human, so clear-sighted in its hopes for the future, and yet so realistic in its attitude towards the present, so distinguished in its outstanding members, and yet so democratic that the porter at the door seems to be a fellow-worker with the Director—this has been an experience of especial delight in a period of political

distrust, cynicism, and despair. It is one that I shall remember when my book has been superseded by something more worthy of its theme.

One word of explanation. There is no attempt here to view the whole field of action on which the I.L.O. is engaged. To those familiar with the subject there will be obvious omissions. My hope has been to introduce the I.L.O. to any ordinary readers who are only vaguely aware of its existence. Space and time impose limitations when one desires to write briefly and give a picture that is actual. In the hope that the book may come into the hands of more serious students I have given references for further reading in footnotes and at the end of each chapter. Chiefly for these, too, I give in the appendices the complete constitution of the I.L.O. and a list of conventions.

K. G.

January 1937

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APPENDICES

APPENDIX I

THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANIZATION ¹

SECTION I—ORGANIZATION OF LABOUR

WHEREAS the League of Nations has for its object the establishment of universal peace, and such a peace can be established only if it is based upon social justice;

And whereas conditions of labour exist involving such injustice, hardship, and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required: as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease, and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own,

¹ The Constitution of the International Labour Organization formed Part XIII of the Treaty of Versailles of 28th June 1919 (Art. 387-427), Part XIII of the Treaty of St. Germain of 10th September 1919 (Art. 332-72), Part XII of the Treaty of Neuilly of 27th November 1919 (Art. 249-89), and Part XIII of the Treaty of Trianon of 4th June 1920 (Art. 315-55). The numbering in brackets after the numbers of the articles is that of the articles of the Treaty of Versailles.

recognition of the principle of freedom of association, the organization of vocational and technical education and other measures;

Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries;

The HIGH CONTRACTING PARTIES, moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world, agree to the following:

CHAPTER I

ORGANIZATION

ARTICLE 1 (387)

1. A permanent organization is hereby established for the promotion of the objects set forth in the Preamble.
2. The original Members of the League of Nations shall be the original Members of this organization, and hereafter membership of the League of Nations shall carry with it membership of the said organization.

ARTICLE 2 (388)

The permanent organization shall consist of:

1. A General Conference of Representatives of the Members and
2. An International Labour Office controlled by the Governing Body described in Article 7 (393).

ARTICLE 3 (389)

1. The meetings of the General Conference of Representatives of the Members shall be held from time to

time as occasion may require, and at least once in every year. It shall be composed of four Representatives of each of the Members, of whom two shall be Government Delegates and the two others shall be Delegates representing respectively the employers and the workpeople of each of the Members.

2. Each Delegate may be accompanied by advisers, who shall not exceed two in number for each item on the agenda of the meeting. When questions specially affecting women are to be considered by the Conference, one at least of the advisers should be a woman.

3. The Members undertake to nominate non-Government Delegates and advisers chosen in agreement with the industrial organizations, if such organizations exist, which are most representative of employers or workpeople, as the case may be, in their respective countries.

4. Advisers shall not speak except on a request made by the Delegate whom they accompany and by the special authorization of the President of the Conference, and may not vote.

5. A Delegate may by notice in writing addressed to the President appoint one of his advisers to act as his deputy, and the adviser, while so acting, shall be allowed to speak and vote.

6. The names of the Delegates and their advisers will be communicated to the International Labour Office by the Government of each of the Members.

7. The credentials of Delegates and their advisers shall be subject to scrutiny by the Conference, which may, by two-thirds of the votes cast by the Delegates present, refuse to admit any Delegate or adviser whom it deems not to have been nominated in accordance with this Article.

ARTICLE 4 (390)

1. Every Delegate shall be entitled to vote individually on all matters which are taken into consideration by the Conference:

2. If one of the Members fails to nominate one of the non-Government Delegates whom it is entitled to nominate, the other non-Government Delegate shall be allowed to sit and speak at the Conference, but not to vote.

3. If in accordance with Article 3 (389) the Conference refuses admission to a Delegate of one of the Members, the provisions of the present Article shall apply as if that Delegate had not been nominated.

ARTICLE 5 (391)

The meetings of the Conference shall be held at the seat of the League of Nations, or at such other place as may be decided by the Conference at a previous meeting by two-thirds of the votes cast by the Delegates present.

ARTICLE 6 (392)

The International Labour Office shall be established at the seat of the League of Nations as part of the organization of the League.

ARTICLE 7 (393)¹

1. The International Labour Office shall be under the control of a Governing Body consisting of thirty-two persons:

Sixteen representing Governments,
Eight representing the Employers, and
Eight representing the Workers.

¹The text of this Article is that of an amendment adopted by the International Labour Conference on 2nd November 1922, which came into force on 4th June 1934.

2. Of the sixteen persons representing Governments, eight shall be appointed by the Members of chief industrial importance, and eight shall be appointed by the Members selected for that purpose by the Government Delegates to the Conference, excluding the Delegates of the eight Members mentioned above. Of the sixteen Members represented six shall be non-European States.

3. Any question as to which are the Members of chief industrial importance shall be decided by the Council of the League of Nations.

4. The persons representing the Employers and the persons representing the Workers shall be elected respectively by the Employers' Delegates and the Workers' Delegates to the Conference. Two Employers' representatives and two Workers' representatives shall belong to non-European States.

5. The period of office of the Governing Body shall be three years.

6. The method of filling vacancies and of appointing substitutes and other similar questions may be decided by the Governing Body subject to the approval of the Conference.

7. The Governing Body shall, from time to time, elect one of its number to act as its Chairman, shall regulate its own procedure, and shall fix its own times of meeting. A special meeting shall be held if a written request to that effect is made by at least twelve of the representatives on the Governing Body.

ARTICLE 8 (394)

1. There shall be a Director of the International Labour office, who shall be appointed by the Governing Body, and, subject to the instructions of the Governing Body, shall be responsible for the efficient conduct of the

International Labour Office and for such other duties as may be assigned to him.

2. The Director or his deputy shall attend all meetings of the Governing Body.

ARTICLE 9 (395)

The staff of the International Labour Office shall be appointed by the Director, who shall, so far as is possible with due regard to the efficiency of the work of the Office, select persons of different nationalities. A certain number of these persons shall be women.

ARTICLE 10 (396)

1. The functions of the International Labour Office shall include the collection and distribution of information on all subjects relating to the international adjustment of conditions of industrial life and labour, and particularly the examination of subjects which it is proposed to bring before the Conference with a view to the conclusion of international conventions, and the conduct of such special investigations as may be ordered by the Conference.

2. It will prepare the agenda for the meetings of the Conference.

3. It will carry out the duties required of it by the provisions of this Part of the present Treaty in connection with international disputes.

4. It will edit and publish in French and English, and in such other languages as the Governing Body may think desirable, a periodical paper dealing with problems of industry and employment of international interest.

5. Generally, in addition to the functions set out in this Article, it shall have such other powers and duties as may be assigned to it by the Conference.

ARTICLE 11 (397)

The Government Departments of any of the Members which deal with questions of industry and employment may communicate directly with the Director through the Representative of their Government on the Governing Body of the International Labour Office, or failing any such Representative, through such other qualified official as the Government may nominate for the purpose.

ARTICLE 12 (398)

The International Labour Office shall be entitled to the assistance of the Secretary-General of the League of Nations in any matter in which it can be given.

ARTICLE 13 (399)

1. Each of the Members will pay the travelling and subsistence expenses of its Delegates and their advisers and of its Representatives attending the meetings of the Conference or Governing Body, as the case may be.

2. All the other expenses of the International Labour Office and of the meetings of the Conference or Governing Body shall be paid to the Director by the Secretary-General of the League of Nations out of the general funds of the League.

3. The Director shall be responsible to the Secretary-General of the League for the proper expenditure of all moneys paid to him in pursuance of this Article.

CHAPTER II

PROCEDURE

ARTICLE 14 (400)

The agenda for all meetings of the Conference will be settled by the Governing Body, who shall consider any suggestion as to the agenda that may be made by the Government of any of the Members or by any representative organization recognized for the purpose of Article 3 (389).

ARTICLE 15 (401)

The Director shall act as the Secretary of the Conference, and shall transmit the agenda so as to reach the Members four months before the meeting of the Conference, and, through them, the non-Government Delegates when appointed.

ARTICLE 16 (402)

1. Any of the Governments of the Members may formally object to the inclusion of any item or items in the agenda. The grounds for such objection shall be set forth in a reasoned statement addressed to the Director, who shall circulate it to all the Members of the Permanent Organization.

2. Items to which such objection has been made shall not, however, be excluded from the agenda, if at the Conference a majority of two-thirds of the votes cast by the Delegates present is in favour of considering them.

3. If the Conference decides (otherwise than under the preceding paragraph) by two-thirds of the votes cast by

the Delegates present that any subject shall be considered by the Conference, that subject shall be included in the agenda for the following meeting.

ARTICLE 17 (403)

1. The Conference shall regulate its own procedure, shall elect its own President, and may appoint committees to consider and report on any matter.

2. Except as otherwise expressly provided in this Part of the present Treaty, all matters shall be decided by a simple majority of the votes cast by the Delegates present.

3. The voting is void unless the total number of votes cast is equal to half the number of the Delegates attending the Conference.

ARTICLE 18 (404)

The Conference may add to any committees which it appoints technical experts, who shall be assessors without power to vote.

ARTICLE 19 (405)

1. When the Conference has decided on the adoption of proposals with regard to an item in the agenda, it will rest with the Conference to determine whether these proposals should take the form: (a) of a recommendation to be submitted to the Members for consideration with a view to effect being given to it by national legislation or otherwise, or (b) of a draft international convention for ratification by the Members.

2. In either case a majority of two-thirds of the votes cast by the Delegates present shall be necessary on the final vote for the adoption of the recommendation or draft convention, as the case may be, by the Conference.

3. In framing any recommendation or draft convention of general application the Conference shall have due regard to those countries in which climatic conditions, the imperfect development of industrial organization, or other special circumstances make the industrial conditions substantially different and shall suggest the modifications, if any, which it considers may be required to meet the case of such countries.

4. A copy of the recommendation or draft convention shall be authenticated by the signature of the President of the Conference and of the Director and shall be deposited with the Secretary-General of the League of Nations. The Secretary-General will communicate a certified copy of the recommendation or draft convention to each of the Members.

5. Each of the Members undertakes that it will, within the period of one year at most from the closing of the session of the Conference, or if it is impossible owing to exceptional circumstances to do so within the period of one year, then at the earliest practicable moment and in no case later than eighteen months from the closing of the session of the Conference, bring the recommendation or draft convention before the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action.

6. In the case of a recommendation, the Members will inform the Secretary-General of the action taken.

7. In the case of a draft convention, the Member will, if it obtains the consent of the authority or authorities within whose competence the matter lies, communicate the formal ratification of the convention to the Secretary-General and will take such action as may be necessary to make effective the provisions of such convention.

8. If on a recommendation no legislative or other action is taken to make a recommendation effective, or

if the draft convention fails to obtain the consent of the authority or authorities within whose competence the matter lies, no further obligation shall rest upon the Member.

9. In the case of a federal State, the power of which to enter into conventions on labour matters is subject to limitations, it shall be in the discretion of that Government to treat a draft convention to which such limitations apply as a recommendation only, and the provisions of this Article with respect to recommendations shall apply in such case.

10. The above Article shall be interpreted in accordance with the following principle:

11. In no case shall any Member be asked or required, as a result of the adoption of any recommendation or draft convention by the Conference, to lessen the protection afforded by its existing legislation to the workers concerned.

ARTICLE 20 (406)

Any convention so ratified shall be registered by the Secretary-General of the League of Nations, but shall only be binding upon the Members which ratify it.

ARTICLE 21 (407)

1. If any convention coming before the Conference for final consideration fails to secure the support of two-thirds of the votes cast by the Delegates present, it shall nevertheless be within the right of any of the Members of the Permanent Organization to agree to such convention among themselves.

2. Any convention so agreed to shall be communicated by the Governments concerned to the Secretary-General of the League of Nations, who shall register it.

ARTICLE 22 (408)

Each of the Members agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of conventions to which it is a party. These reports shall be made in such form and shall contain such particulars as the Governing Body may request. The Director shall lay a summary of these reports before the next meeting of the Conference.

ARTICLE 23 (409)

In the event of any representation being made to the International Labour Office by an industrial association of employers or of workers that any of the Members has failed to secure in any respect the effective observance within its jurisdiction of any convention to which it is a party, the Governing Body may communicate this representation to the Government against which it is made, and may invite that Government to make such statement on the subject as it may think fit.

ARTICLE 24 (410)

If no statement is received within a reasonable time from the Government in question, or if the statement when received is not deemed to be satisfactory by the Governing Body, the latter shall have the right to publish the representation and the statement, if any, made in reply to it.

ARTICLE 25 (411)

1. Any of the Members shall have the right to file a complaint with the International Labour Office if it is not satisfied that any other Member is securing the

effective observance of any convention which both have ratified in accordance with the foregoing Articles.

2. The Governing Body may, if it thinks fit before referring such a complaint to a Commission of Enquiry, as hereinafter provided for, communicate with the Government in question in the manner described in Article 23 (409).

3. If the Governing Body does not think it necessary to communicate the complaint to the Government in question, or if, when they have made such communication, no statement in reply has been received within a reasonable time which the Governing Body considers to be satisfactory, the Governing Body may apply for the appointment of a Commission of Enquiry to consider the complaint and to report thereon.

4. The Governing Body may adopt the same procedure either of its own motion or on receipt of a complaint from a Delegate to the Conference.

5. When any matter arising out of Articles 24 (410) or 25 (411) is being considered by the Governing Body, the Government in question shall, if not already represented thereon, be entitled to send a representative to take part in the proceedings of the Governing Body while the matter is under consideration. Adequate notice of the date on which the matter will be considered shall be given to the Government in question.

ARTICLE 26 (412)

1. The Commission of Enquiry shall be constituted in accordance with the following provisions:

2. Each of the Members agrees to nominate within six months of the date on which the present Treaty comes into force three persons of industrial experience, of whom one shall be a representative of employers, one a

representative of workers, and one a person of independent standing, who shall together form a panel from which the members of the Commission of Enquiry shall be drawn.

3. The qualifications of the persons so nominated shall be subject to scrutiny by the Governing Body, which may by two-thirds of the votes cast by the representatives present refuse to accept the nomination of any person whose qualifications do not in its opinion comply with the requirements of the present Article.

4. Upon the application of the Governing Body, the Secretary-General of the League of Nations shall nominate three persons, one from each section of this panel, to constitute the Commission of Enquiry, and shall designate one of them as the President of the Commission. None of these three persons shall be a person nominated to the panel by any Member directly concerned in the complaint.

ARTICLE 27 (413)

The members agree that, in the event of the reference of a complaint to a Commission of Enquiry under Article 25 (411), they will each, whether directly concerned in the complaint or not, place at the disposal of the Commission all the information in their possession which bears upon the subject-matter of the complaint.

ARTICLE 28 (414)

1. When the Commission of Enquiry has fully considered the complaint, it shall prepare a report embodying its findings on all questions of fact relevant to determining the issue between the parties and containing such recommendations as it may think proper as to the steps which should be taken to meet the complaint and the time within which they should be taken.

2. It shall also indicate in this report the measures, if any, of an economic character against a defaulting Government which it considers to be appropriate, and which it considers other Governments would be justified in adopting.

ARTICLE 29 (415)

1. The Secretary-General of the League of Nations shall communicate the report of the Commission of Enquiry to each of the Governments concerned in the complaint, and shall cause it to be published.

2. Each of these Governments shall within one month inform the Secretary-General of the League of Nations whether or not it accepts the recommendations contained in the report of the Commission; and if not, whether it proposes to refer the complaint to the Permanent Court of International Justice of the League of Nations.

ARTICLE 30 (416)

In the event of any Member failing to take the action required by Article 19 (405), with regard to a recommendation or draft convention, any other Member shall be entitled to refer the matter to the Permanent Court of International Justice.

ARTICLE 31 (417)

The decision of the Permanent Court of International Justice in regard to a complaint or matter which has been referred to it in pursuance of Article 29 (415) or Article 30 (416) shall be final.

ARTICLE 32 (418)

The Permanent Court of International Justice may affirm, vary, or reverse any of the findings or recom-

recommendations of the Commission of Enquiry, if any, and shall in its decision indicate the measures, if any, of an economic character which it considers to be appropriate, and which other Governments would be justified in adopting against a defaulting Government.

ARTICLE 33 (419)

In the event of any Member failing to carry out within the time specified the recommendations, if any, contained in the report of the Commission of Enquiry, or in the decision of the Permanent Court of International Justice, as the case may be, any other Member may take against that Member the measures of an economic character indicated in the report of the Commission or in the decision of the Court as appropriate to the case.

ARTICLE 34 (420)

The defaulting Government may at any time inform the Governing Body that it has taken the steps necessary to comply with the recommendations of the Commission of Enquiry or with those in the decision of the Permanent Court of International Justice, as the case may be, and may request it to apply to the Secretary-General of the League to constitute a Commission of Enquiry to verify its contention. In this case the provisions of Articles 26, 27, 28, 29, 31, and 32 (412, 413, 414, 415, 417, and 418) shall apply and if the report of the Commission of Enquiry or the decision of the Permanent Court of International Justice is in favour of the defaulting Government, the other Governments shall forthwith discontinue the measures of an economic character that they have taken against the defaulting Government.

CHAPTER III

GENERAL

ARTICLE 35 (421)

1. The Members engage to apply conventions which they have ratified in accordance with the provisions of this Part of the present Treaty to their colonies, protectorates, and possessions which are not fully self-governing:

- (1) Except where owing to the local conditions the convention is inapplicable, or
- (2) Subject to such modifications as may be necessary to adapt the convention to local conditions.

2. And each of the Members shall notify to the International Labour Office the action taken in respect of each of its colonies, protectorates, and possessions which are not fully self-governing.

ARTICLE 36 (422)

Amendments to this part of the present Treaty which are adopted by the Conference by a majority of two-thirds of the votes cast by the Delegates present shall take effect when ratified by the States whose representatives compose the Council of the League of Nations and by three-fourths of the Members.

ARTICLE 37 (423)

Any question or dispute relating to the interpretation of this Part of the present Treaty or of any subsequent convention concluded by the Members in pursuance of the provisions of this part of the present Treaty shall be referred for decision to the Permanent Court of International Justice.

SECTION II—GENERAL PRINCIPLES

ARTICLE 41 (427)

The High Contracting Parties, recognizing that the well-being, physical, moral, and intellectual, of industrial wage-earners is of supreme international importance, have framed, in order to further this great end, the permanent machinery provided for in Section I, and associated with that of the League of Nations.

They recognize that differences of climate, habits, and customs, of economic opportunity and industrial tradition, make strict uniformity in the conditions of labour difficult of immediate attainment. But, holding as they do that labour should not be regarded merely as an article of commerce, they think that there are methods and principles for regulating labour conditions which all industrial communities should endeavour to apply, so far as their special circumstances will permit.

Among these methods and principles, the following seem to the High Contracting Parties to be of special and urgent importance:

First. The guiding principle above enunciated that labour should not be regarded merely as a commodity or article of commerce.

Second. The right of association for all lawful purposes by the employed as well as by the employers.

Third. The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

Fourth. The adoption of an eight hours day or a forty-eight hours week as the standard to be aimed at where it has not already been attained.

Fifth. The adoption of a weekly rest of at least twenty-four hours, which should include Sunday wherever practicable.

Sixth. The abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh. The principle that men and women should receive equal remuneration for work of equal value.

Eighth. The standard set by law in each country with respect to the conditions of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein.

Ninth. Each State should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of the laws and regulations for the protection of the employed.

Without claiming that these methods and principles are either complete or final, the High Contracting Parties are of opinion that they are well fitted to guide the policy of the League of Nations; and that, if adopted by the industrial communities who are Members of the League, and safeguarded in practice by an adequate system of such inspection, they will confer lasting benefits upon the wage-earners of the world.

APPENDIX II

LIST OF CONVENTIONS

DURING the twenty Sessions held from 1919 to 1936 the Conference has adopted fifty-two Draft Conventions, embodying the following main principles:

FIRST SESSION, 1919.

- (1) *Hours of work* in industry should not exceed *eight* per day and *forty-eight* per week.
- (2) A system of *free employment offices under public control* should be established.
- (3) Women should not be employed in industry or commerce for six weeks before and six weeks after *childbirth*, and should be paid maternity benefits.
- (4) *Women* should not work in industry at *night*.
- (5) *Children under fourteen* should not be employed in *industry*.
- (6) No one under *eighteen* should be employed in industry at *night*.

SECOND (MARITIME) SESSION, 1920.

- (7) *Children under fourteen* should not be employed on *vessels*.
- (8) *Shipwrecked sailors* should be paid while unemployed.
- (9) *Free employment agencies* should be provided for *seamen*.

THIRD SESSION, 1921.

- (10) *Children under fourteen* should not be employed in *agriculture* if their school attendance would suffer thereby.
- (11) *Agricultural* workers should have the same *right to organize* as industrial workers.
- (12) *Agricultural* workers should be included in the operation of *workmen's compensation laws*.
- (13) The use of *white lead* in painting should be restricted.
- (14) All *industrial* workers should have a weekly *day of rest*.
- (15) No one under *eighteen* should work as a trimmer or stoker on a *vessel*.
- (16) *Seafarers under eighteen* should have a yearly certificate of physical fitness.

FOURTH, FIFTH, AND SIXTH SESSIONS, 1922-4.

At these Sessions the Conference adopted Recommendations only, in order to give States time to consider and act on the Conventions already adopted.

SEVENTH SESSION, 1925.

- (17) *Workmen's compensation* should be paid for *industrial accidents*.
- (18) *Workmen's compensation* should be paid for *occupational diseases*.
- (19) *Foreigners* should have *equality* with nationals as regards *accident compensation*.
- (20) *Night work in bakeries* should be forbidden.

EIGHTH SESSION, MAY-JUNE 1926.

- (21) *Inspection of emigrants* on board ship should be simplified.

NINTH (MARITIME) SESSION, JUNE 1926.

- (22) The completion and enforcement of *seamen's articles of agreement* should be subject to public supervision.
- (23) *Seamen* discharged abroad should be *repatriated*.

TENTH SESSION, 1927.

- (24) *Compulsory sickness insurance* should be established for *industrial and commercial workers* and *domestic servants*.
- (25) *Compulsory sickness insurance* should be established for *agricultural workers*.

ELEVENTH SESSION, 1928.

- (26) *Minimum-wage-fixing machinery* should be created in underpaid trades.

TWELFTH SESSION, MAY-JUNE 1929.

- (27) The *weight* should be marked on *heavy packages* transported by water.
- (28) Measures should be taken to *safeguard dockers* when loading or unloading ships.

THIRTEENTH (MARITIME) SESSION, OCTOBER 1929.

At this Session the Conference completed the first discussion of four questions concerning maritime employment and decided that they should be placed on the agenda of a future Session.

FOURTEENTH SESSION, 1930.

- (29) *Forced or compulsory labour* for *Natives* in colonial territories should be *abolished*.
- (30) *Hours of work* for salaried employees should not exceed *forty-eight* per week and, in general, *eight* per day.

FIFTEENTH SESSION, 1931.

- (31) *The time spent by each worker in an underground coal mine not to exceed seven hours and three-quarters in one day.*

SIXTEENTH SESSION, 1932.

- (32) The Conference revised Convention No. 28, passed in 1929, on certain points.
- (33) *Children under fourteen not to be admitted to employment in non-industrial occupations.*

SEVENTEENTH SESSION, 1933.

- (34) *Fee-charging employment agencies to be abolished.*
- (35) *A system of compulsory old-age insurance to be established for persons employed in industrial or commercial undertakings, in the liberal professions, and for outworkers and domestic servants.*
- (36) *A system of compulsory old-age insurance to be established for persons employed in agricultural undertakings.*
- (37) *A system of compulsory invalidity insurance to be established for persons mentioned in No. 35.*
- (38) *A system of compulsory invalidity insurance to be established for persons employed in agricultural undertakings.*
- (39) *A system of compulsory widows' and orphans' insurance to be established for persons mentioned in No. 35.*
- (40) *A system of compulsory widows' and orphans' insurance to be established for persons employed in agricultural undertakings.*

EIGHTEENTH SESSION, 1934.

- (41) The Conference revised Convention No. 4 on certain points which do not affect its main principle.

- (42) The Conference extended the list of *occupational diseases* for which *compensation* should be paid, under Convention No. 18. *Silicosis* and other diseases were added.
- (43) *Hours of work and rest periods in automatic glass works* should be regulated on a basis of *42 working hours to the average week*.
- (44) A *system of unemployment insurance* should be established.

NINETEENTH SESSION, 1935:

- (45) Employment of *women underground in mines* should be *prohibited*.
- (46) The Conference revised Convention No. 31 on certain points which do not affect its main principle.
- (47) The Conference adopted *the principle of the 40-hour week*, at the same time providing for *maintenance of the standard of living* of the workers.
- (48) Workers *transferring their residence from one country to another* should retain their *pension rights*.
- (49) *Hours of work and rest periods in glass-bottle works* should be regulated on the basis of *42 working hours to the average week*.

TWENTIETH SESSION, 1936.

- (50) Regulation of the *recruiting of Native workers in colonial territories*.
- (51) Every person to whom this Convention applies shall be entitled after one year of continuous service to an *annual holiday with pay* of at least six working days.

- (52) Confirming the principle laid down in Convention No. 47, the Conference adopted the *40-hour week* for persons directly employed on building or civil engineering works financed or subsidized by central Governments (*public works*).

TWENTY-FIRST SESSION (MARITIME), 1936.

- (53) Minimum professional capacity of ship's officers.
(54) Holidays with pay for seamen.
(55) Shipowners' liability towards sick or injured seamen.
(56) Sickness insurance of seamen.
(57) Seamen's hours of work on manning.

TWENTY-SECOND SESSION (MARITIME), 1936.

- (58) Minimum age for employment at sea.

On 1st January 1937, 732 ratifications of the above Conventions had been registered at Geneva.

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