



LEAGUE OF NATIONS

INTERNATIONAL LABOUR CONFERENCE

SEVENTH SESSION, GENEVA,
MAY to JUNE, 1925

Report by the British Government

Delegates to the Minister of Labour

Presented to Parliament by Command of
His Majesty

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International Labour Conference

SEVENTH SESSION, GENEVA,
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REPORT BY THE BRITISH GOVERNMENT DELEGATES

To the Right Hon. Sir Arthur Steel-Maitland, Bt., M.P.,
Minister of Labour,
Montagu House,
Whitehall,
London, S.W.1.

Sir,

We have the honour to present the following report on the seventh session of the International Labour Conference.

1. The first sitting of the Conference was held on the morning of the 19th of May, 1925, and the last on the morning of the 10th of June. In all, twenty six plenary sittings of the Conference were held in addition to some ninety meetings of committees.

2. Article 389 of the Treaty of Versailles requires that each Conference shall be composed of four representatives of each of the Members of the Organization, of whom two shall be delegates representing respectively the employers and the workpeople. Each delegate may be accompanied by advisers who may not exceed two in number for each item on the agenda of the meeting. Of the fifty four Members of the Organization, forty six countries were represented at the Conference by eighty one Government delegates and twelve substitute Government delegates, thirty two employers' delegates and one substitute employers' delegate, thirty two workers' delegates and one substitute workers' delegate. The Government delegates had sixty seven advisers, the employers forty six advisers and one substitute adviser while the workers had fifty three advisers. The total number of persons officially representing the forty six countries was therefore 326 excluding secretaries and interpreters. The total number of incomplete delegations was seventeen including two which were so classified because they had only one Government delegate.

3. The British Government delegates to the Conference were Mr. H. B. Betterton, C.B.E., M.P., Parliamentary Secretary to the Ministry of Labour, and Mr. R. R. Bannatyne, C.B., Assistant Secretary, Home Office. Owing to the pressure of his Parliamentary duties Mr. Betterton had to return to London during the second week of the Conference and his place was taken for the remainder of the Conference by Mr. Humbert Wolfe, C.B., C.B.E., Principal Assistant Secretary, Ministry of Labour, who was appointed his deputy. A list of the members of the British delegation is given in Appendix I.

AGENDA OF THE CONFERENCE.

4. The four items formally placed upon the agenda by the Governing Body were as follows :—

- (a) Workmen's compensation.
 - (b) Equality of treatment for national and foreign workers as regards workmen's compensation for accidents.
 - (c) Weekly suspension of work for twenty four hours in glass manufacturing processes where tank furnaces are used.
 - (d) Night work in bakeries.
5. In addition to these items the Conference had to consider :—
- (e) A general report on social insurance.
 - (f) Report of the Director of the International Labour Office to the Conference.
 - (g) Certain proposals for amending the Standing Orders of the Conference.
 - (h) Election of the Governing Body.

Finally various resolutions by delegates were submitted to the Conference. The texts of these resolutions in the form in which they were adopted by the Conference, are given in Appendices II. to V.

PROCEDURE.

6. Mr. Betterton proposed that Dr. Edouard Benes (Czechoslovakian Government delegate) should be elected President of the Conference and the proposal was adopted unanimously. As Vice-Presidents of the Conference there were elected :—

Government Group.—His Excellency Emilio Bello Codesido (Chile).

Employers' Group.—Mr. Ch. Tzaut (Switzerland).

Workers' Group.—Mr. E. L. Poulton, O.B.E., J.P. (British Empire).

7. It was agreed to appoint committees as follows :—

- | | |
|---|----------------------|
| (a) Selection committee | Twenty four members. |
| (b) Workmen's compensation for accidents | Thirty six .. |
| (c) Workmen's compensation for industrial diseases | Twenty four .. |
| (d) General problems of social insurance | Thirty six .. |
| (e) Equality of treatment for national and foreign workers as regards workmen's compensation for accidents .. | Twenty four .. |
| (f) Night work in bakeries .. | Twenty four .. |
| (g) Weekly suspension of work for twenty four hours in glass manufacturing processes where tank furnaces are used | Twenty four .. |
| (h) Amendment of Standing Orders of the Conference | Nine .. |

With the exception of the Selection Committee—on which the Governments had twelve representatives and the employers and workers six each—the members of these committees were in each case divided equally between the representatives of the three groups. The first four committees were committees appointed by the Conference. The latter four were special committees appointed by the Selection Committee.

8. The sixth session of the Conference (1924) had agreed that, when a draft convention or recommendation had been provisionally voted upon as a whole and had received a two-thirds majority, the Conference should decide whether the final vote should be deferred till the following session. Where it was decided to defer the vote, the texts were to be sent to Governments within one month of the close of the 1924 Conference and Governments were to be entitled to submit such amendments as they considered necessary to facilitate their ratification or acceptance not later than four months before the opening of the 1925 session, facilities being given at that session for any necessary discussion on the amendments proposed.

9. The 1924 Conference decided that this two-reading procedure should be applied to a draft convention and a draft recommendation regarding equality of treatment for national and foreign workers as regards workmen's compensation for accidents, a draft convention concerning the weekly suspension of work in glass manufacturing processes where tank furnaces are used, and a draft convention regarding night work in bakeries. Consequently these three subjects came up for reconsideration at the 1925 Conference.

10. The 1925 Conference considered proposals for the adoption of permanent rules governing a regular two-reading procedure, but finally decided to refer the whole matter to the Governing Body for further consideration.

11. In the case of the subjects which were before the 1925 Conference for the first time, viz., workmen's compensation for accidents and workmen's compensation for occupational diseases, the Conference, by narrow majorities, decided against the final vote on the various draft conventions and recommendations being deferred to the 1926 Session. Further reference is made to this in paragraphs 21–23 below.

12. There is another point of general interest which may perhaps be mentioned here. Each international labour convention has a clause providing that a Member which has ratified the convention may denounce it after the expiration of a specified period from the date on which the convention first comes into force by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation does not take effect until one year after the date on which it is registered with the Secretariat. In most of the conventions hitherto

adopted the specified period for this purpose has been ten years. In the case of two of the conventions adopted at the 1920 Conference (Genoa), however, the period specified was five years.

13. In accordance with their instructions, the British Government delegates proposed that in the case of the draft conventions dealing with workmen's compensation for industrial accidents and workmen's compensation for occupational diseases, the specified period should be five years instead of the ten years proposed.

14. Speaking on this matter in plenary session, Mr. Wolfe suggested to the Conference that it would be an advantage for all States to have an opportunity of considering the matter afresh at the end of five years if the facts and experience indicated the desirability of a change without necessarily striking at the root of the convention—particularly in cases where the two-reading procedure had not been applied. The proposal was accepted by the Conference by 114 votes to none.

WORKMEN'S COMPENSATION FOR INDUSTRIAL ACCIDENTS.

15. On the committee which dealt with the question of workmen's compensation for industrial accidents, Mr. Bannatyne represented the British Government. The British employers' representative was Sir James Lithgow, Bt. (substitute, Mr. Allen), and the British workers' representative was Mr. Cotter. Mr. Mahaim (Belgian Government) was elected chairman and acted also as *rapporteur*. The committee held sixteen sittings and presented to the conference a draft convention regarding workmen's compensation for industrial accidents and two draft recommendations—one concerning the minimum scale of compensation and the other dealing with jurisdiction in disputes on workmen's compensation. The texts in the form in which they were adopted by the Conference are given in Appendix VI.

16. It will be seen that by the provisions of the convention States undertake to ensure that workmen who suffer personal injury due to an industrial accident or the dependants of such workmen shall be compensated on terms not less favourable than those provided in the convention. Members may make in their national legislation such exceptions as they deem necessary in respect of certain casual workers, out-workers, certain members of the employer's family, and non-manual workers whose remuneration exceeds a limit to be determined by national legislation. The convention does not apply to seamen, fishermen, persons engaged in agriculture, or persons covered by some special scheme, the terms of which are not less favourable than those of the convention. No minimum scale of compensation is specified, but the convention deals with the method of payment, the waiting period in cases of incapacity and the payment of additional compensation in cases where the injured workman must have the

constant help of another person. It also deals with the provision of medical aid and such surgical and pharmaceutical aid as is recognised to be necessary, and the supply and normal renewal of artificial limbs and surgical appliances. Lastly, the convention requires States to make such provision as having regard to the national circumstances they deem most suitable for ensuring in all circumstances the payment of the compensation in the event of the insolvency of the employer or insurer.

17. It may be of interest to give a brief account of the circumstances in which this draft convention came to be adopted. In the first place, the International Labour Office had issued a questionnaire to the different Governments and, after examination of the replies, had drawn up a draft convention which it was proposed should be taken as a basis for consideration by the Conference. This draft, which without preliminary discussion was referred by the Conference to a committee, purported to take account of "the mean of the various legislative measures . . . and of the tendencies towards progress" shewn by the replies to the questionnaire. In fact, however, it went far beyond the legislation in force even in the most advanced countries. It proposed, for example, to include every employed person (excepting only home-workers) whatever the amount of his salary, and to make compensation payable for every accident whatsoever occurring "in connexion with" the employment.

18. In the proceedings both in committee and in the Conference, the efforts of the British Government representatives were directed towards the adoption of a draft convention which would embody the main principles on which there was general agreement and would be capable of acceptance by the majority of States.

19. In the committee this view was largely accepted and the draft which, after prolonged discussions, was finally submitted by the committee to the Conference, though by no means free from objection, represented on the whole a reasonable and satisfactory compromise.

20. When this draft came before the full Conference, however, various delegates moved a series of amendments either explicitly proposing to restore the words of the Office draft or at any rate designed to amend the draft adopted by the committee in the direction of more advanced and detailed requirements. The British Government delegates urged the Conference to adhere generally to the draft presented by the committee, but many of the amendments were carried and the text finally adopted and sent to the drafting committee was such as could not possibly have been accepted by a great majority (if indeed by any) of the States.

21. The situation was aggravated by the decision of the Conference (obtained by an unexpected vote at a late hour) not to defer the final vote to 1926. As was subsequently pointed out in the course of debate by the British and other Government

delegates, many Governments had confidently anticipated that the procedure of two readings in two successive years would be applied in the case of this draft convention and in consequence their delegates found themselves in considerable difficulty on being called upon to take part in the final vote forthwith.

22. It seemed certain that as a result of this decision the draft convention would fail to obtain the two-thirds majority necessary for its adoption. In these circumstances a number of Government delegates prepared a series of amendments which in their opinion represented the minimum necessary to ensure the required two-thirds majority. At the final stage when the text of the draft convention came back from the drafting committee, these amendments were put to the Conference by the President (in the exercise of the discretion conferred upon him under paragraph 10 of Article 6 of the Standing Orders) and being recognised as the only means by which the draft convention could be saved, were unanimously adopted at the last sitting of the Conference.

23. While the effect of these amendments, as the British Government delegates recognised, was to eliminate the greater part of the more obnoxious features in the draft convention, there remained various points of difficulty which appeared to them to require further consideration and inquiry and, no opportunity having been given for a thorough examination of the obligations involved, they felt it impossible to undertake any responsibility in regard to the convention on behalf of the Government. They could not, therefore, vote in favour of the draft convention. On the other hand they were anxious not to hinder in any way the adoption of a draft convention which it was stated would in its amended form be capable of ratification by a number of States, and having regard to the amendments adopted by the Conference and to the interpretation given by the chairman of the committee to Article 11 (*see* the following paragraph) they decided not to vote against the draft convention, but to abstain. A statement to this effect was made by Mr. Bannatyne before the final vote was taken. He added that the delegates were firmly of opinion that had the two-reading procedure been applied, a satisfactory arrangement could have been reached on all or almost all the outstanding points, and they deeply regretted the action which had made such an arrangement impossible.

On the final vote eighty three votes were cast for and eight votes against the adoption of the draft convention.

24. There is one further point which calls for special mention. In the draft convention presented by the committee it was provided (*see* Article 11 of the final draft in Appendix VI) that the national laws or regulations should make such provision as having regard to national circumstances is deemed most suitable "*for ensuring in all circumstances*" the payment of compensation to workmen or their dependants in the event of the insolvency of the employer or insurer.

25. It appeared that the effect of this provision might be to require the adoption of some form of State guarantee, and in order to make it quite clear that the British Government would not be called on under this provision to adopt compulsory insurance or make any other change in the present system of insurance in operation in Great Britain, the British Government delegate moved in the Conference to replace the words "for ensuring in all circumstances the payment" by the words "for safeguarding the payment."

26. To this Mr. Mahaim, the chairman of the committee, replied by stating in the most unequivocal terms that the article could not have the effect suggested. He said, "I beg you to believe that the committee never had the slightest intention of imposing a system of compulsory insurance against employers' insolvency on Great Britain nor of imposing any State system of guarantee against the insolvency of the employer liable for compensation."

27. The British Government delegates were not satisfied that the Article as drafted would be interpreted in the way suggested, but in view of Mr. Mahaim's declaration and in anticipation that the two-reading procedure would be applied to the draft convention, withdrew the amendment on the understanding that the Government would have the opportunity of considering the point during the ensuing year.

28. Draft recommendations concerning the minimum scale of workmen's compensation and jurisdiction in disputes on workmen's compensation (*see* paragraph 15 above) were adopted by seventy nine to twenty four and eighty five to eighteen votes respectively.

29. The former recommendation in its final form provided (*inter alia*) that in every case the rate of compensation payable to a totally disabled workman should be not less than two-thirds of his earnings and, where compensation is paid in a lump sum, the sum should be not less than the capitalised value of the weekly (or other periodic) payment. The British Government delegates could not accept these proposals and voted against the draft recommendation.

30. As regards the latter recommendation the British Government delegates were successful in securing its enlargement to cover the system provided in the British Act of 1906 for the settlement of disputes by representative joint committees. Other amendments proposed by them, however, were rejected and they found it necessary to abstain on the final vote.

WORKMEN'S COMPENSATION FOR OCCUPATIONAL DISEASES.

31. The British Government representative who attended the committee on this subject was Mr. Knowles. The British employers' representative was Sir James Lithgow, whose place was ordinarily taken by Mr. Snedden, and the British workers' representative was Mr. Ben Tillett. Mr. Jules Gautier (French

Government) and Dr. Glibert (Belgian Government) were unanimously elected chairman and *rappporteur* respectively. The committee held thirteen meetings while a sub-committee appointed to draw up a schedule of occupational diseases for immediate inclusion in a draft convention met on three occasions. A draft convention, a draft recommendation and a draft resolution were presented to the Conference. The texts of these drafts in the form in which they were adopted by the Conference are given in Appendix VII.

32. It will be seen that by the terms of the draft convention States undertake to provide that compensation shall be payable to workmen incapacitated by occupational diseases, or in the case of death to their dependants, in accordance with the general principles of the national legislation relating to compensation for industrial accidents. It is specially provided that the rates of compensation may not be less than those prescribed in the national legislation for industrial accidents, but subject to this, each State is at liberty to apply such legislation with any adaptations and modifications it deems expedient.

33. Further, States undertake "to consider as occupational diseases those diseases and poisonings produced by the substances set forth in the schedule appended . . . when such diseases or such poisonings affect workers engaged in the trade or industries placed opposite in the said schedule and result from occupation in an undertaking covered by the said national legislation."

34. It will be observed that the principle of this schedule is much narrower than the principle adopted in the British Act of 1906, as under the convention the right to claim compensation in respect of the diseases specified in the first column of the schedule is limited to workers employed in the processes set opposite in the second column, while the onus of shewing that the disease is due to the nature of the occupation would rest in every case on the worker.

35. Both in the committee and in the full Conference the British Government representatives strongly supported the adoption of the draft convention. At the same time they expressed their disappointment at the meagre character of the list of diseases and particularly at the omission of miners' nystagmus and other miners' diseases. They recognised, however, that in view of the position in other countries, it was necessary to go slowly and, regarding the proposals as a good beginning, voted in favour of the draft convention which was finally adopted by eighty nine votes to six.

36. The Conference also adopted a recommendation urging the adoption of a simple procedure by which the list of diseases considered occupational in any national legislation might be revised. The British Government delegates voted in favour of this recommendation which was adopted by ninety eight votes to three.

37. They supported also the resolution asking (a) the International Labour Office to study the question of occupational diseases and (b) the Governing Body to insert, should the necessity arise, on the agenda of a future Conference (if possible in 1926) a proposal for a new draft convention containing a list of occupational diseases which would seem to merit addition to those embodied in the schedule attached to the convention adopted in 1925.

EQUALITY OF TREATMENT FOR NATIONAL AND FOREIGN WORKERS AS REGARDS WORKMEN'S COMPENSATION FOR ACCIDENTS.

38. The British Government were not represented on this committee. The British employers were represented by Sir James Lithgow (substitute, Mr. Snedden), and the British workers by Mr. Poulton (substitute, Miss Varley). Mr. de Michelis (Italian Government) and Mr. Gascon y Marin (Spanish Government) were elected chairman and *rappporteur* respectively. The Committee found it necessary to hold only three meetings.

39. By the text of the convention adopted provisionally by the 1924 Conference States would undertake to grant to workers who are nationals of any other States which have ratified the convention the same treatment as regards workmen's compensation as to their own nationals. States which ratified the convention and did not already possess a workmen's compensation system would undertake to institute such a system within three years.

40. The 1925 Conference decided to make a few drafting amendments only to the draft provisionally adopted in 1924 and on the final vote the draft convention reproduced in Appendix VIII. was adopted by 125 votes to none.

41. The recommendation provisionally adopted by the 1924 Conference dealt with points of detail designed to facilitate the application of the draft convention. It further recommended that States having no system of workmen's compensation should, pending the institution of such a system, afford facilities to alien workers to benefit by the workmen's compensation legislation of their own countries. Here again the Conference decided to make merely drafting amendments and the recommendation was adopted on the final vote by 128 votes to none.

NIGHT WORK IN BAKERIES.

42. The British Government were not represented on this committee, but were invited to send a representative to meetings at which the committee discussed the amendments proposed by the British Government to the draft convention provisionally adopted in 1924. In response to this request Sir Gerald Bellhouse attended on the first occasion and Mr. Kingham on subsequent

occasions. The British employers were represented by Sir James Lithgow (substitute, Mr. Stephens) and the British workers by Mr. Banfield. Professor O'Rahilly (Irish Free State Government) was elected chairman and Mrs. Letellier (French Government) *rappporteur*. The committee held eleven meetings.

43. By the text of the convention provisionally adopted by the 1924 Conference, States would undertake to prohibit the making of bread, pastry, or other flour confectionery during a period of at least seven consecutive hours including the interval between 11 p.m. and 5 a.m. (or where it was required by climate or season, the period between 10 p.m. and 4 a.m.). This prohibition applied to proprietors as well as workers, but not to "work done by members of the same family for their own consumption." The convention did not apply to the wholesale manufacture of biscuits. In certain circumstances, permanent and temporary exceptions might be made.

44. These proposals went much beyond the recommendations of the Departmental Committee which inquired into the question of night baking in this country (Cmd. 246 (1919)) and appeared to H.M. Government to be much too drastic. In the first place the Government considered that the convention should be limited to bakeries where bread or flour confectionery is baked for sale to the general public and should not apply to hotels, restaurants, schools, hospitals and other institutions where bread or flour confectionery is baked for exclusive consumption in the hotel, restaurant or institution. In the second place they were of opinion that the convention ought not to make it obligatory to apply the prohibition against night baking to the master baker. In the third place, they felt that it should be quite sufficient for the purposes of the convention to provide that the term "night" must include the period between 11 p.m. and 5 a.m. or the period between 10 p.m. and 4 a.m. and, subject to this provision, to leave it to the competent authority in each country to fix the period in which night baking was to be prohibited.

45. Accordingly, H.M. Government notified to the International Labour Office within the prescribed period (*see* paragraph 8) amendments designed to bring the draft provisionally adopted into accordance with these views. The text of these amendments and a statement of the grounds on which they were proposed are set out in Appendix IX.

46. At the same time H.M. Government intimated that they would only be able to accept the convention if satisfied that it would not result in an increase in the price of bread to the consumer, and that they had invited the Royal Commission on Food Prices to advise them on this point. Subsequently H.M. Government received from the Royal Commission a report to the effect that the prohibition of night work in bakeries, if the supply of bread were to be continued as at present, would result in an increase in the cost of the loaf.

47. After protracted discussions the British amendments were rejected by the special committee appointed by the Selection Committee to consider the question of night work in bakeries and a number of amendments submitted by other Governments were also rejected. Two amendments submitted by the Finnish Government, which were of comparative unimportance from the British point of view, were in substance adopted. In addition, the committee adopted a proposal allowing the interval between ten o'clock in the evening and four o'clock in the morning to be substituted for the interval between eleven o'clock in the evening and five o'clock in the morning whenever such substitution is agreed between the employers' and workers' organizations concerned.

48. In view of the action of the committee in rejecting the British amendments and of the rejection of the same amendments by the Conference in 1924, and having regard to the fact that the Government would not in any case be able to ratify the convention, the British Government delegates were not proposing to move their amendments in plenary session. Certain delegates, however, who were in favour of the British amendments strongly desired that a vote of the Conference should be taken on them or at any rate, upon the amendment dealing with the inclusion of the master baker, which raised a very serious question of principle. The British Government delegates accordingly announced their intention of moving that amendment, but added that if it were defeated they would not proceed with the other amendments. At the same time they took the opportunity to refer to the report of the Royal Commission on Food Prices (see paragraph 46) and to explain that, in view of the report and having regard to the very serious increase in the cost of living it would not be possible for the British Government to commit themselves to the convention even if their amendments were accepted.

49. The amendment was rejected by seventy six votes to thirty six. Two other amendments proposed in plenary session were also rejected. The Conference thereafter adopted the draft convention (reproduced in Appendix X) by eighty one votes to twenty six, the British Government delegates voting against it.

WEEKLY SUSPENSION OF WORK FOR TWENTY FOUR HOURS IN GLASS MANUFACTURING PROCESSES WHERE TANK FURNACES ARE USED.

50. The British Government was represented on this committee by Sir Gerald Bellhouse (substitute, Mr. Price), the British employers by Sir James Lithgow (substitute, Mr. Marchand) and the British workers by Mr. Stokes. Sir Gerald Bellhouse (British Government) was elected chairman, while Mr. Mircea (Rumanian employers) and Mr. Serrarens (Netherlands workers) were elected *rapporateurs*. The committee held eight meetings.

51. By the terms of the draft convention provisionally adopted by the 1924 Conference, States would undertake to suspend work for twenty four consecutive hours in glass manufacturing processes where tank furnaces are used, the suspension to occur, in principle, on Sunday or any other day established by the legislation, tradition or customs of the country or district. Exceptions might be authorised by each State for work which must necessarily be carried on continuously for technical or economic reasons and for certain complementary, preparatory or repair work.

52. The British Government considered that the convention was based on a wrong principle, i.e. a weekly stoppage for the machine instead of a weekly rest for the worker, which would involve unnecessary interference with production. They also felt that the wide latitude allowed to each State to grant exemptions might be so used as to nullify the value of the convention from the point of view of the workers and would also militate against its uniform application by competing States. They accordingly forwarded to the International Labour Office within the prescribed period amendments designed to secure that the convention should require glass workers to be given one day's rest in seven (as far as practicable on Sunday), without requiring a stoppage of the machinery, and that the exceptions to the main principle which might be authorised by each member, should be severely restricted and kept within well-defined limits. The text of these amendments and explanatory observations are set out in Appendix XI.

53. The British amendments were considered by the special committee appointed by the Selection Committee (on which all the States directly concerned were represented) but after long discussion were rejected. In these circumstances the British Government delegates decided not to move the amendments in full Conference and announced their intention of voting against the draft convention. They invited other delegates to take the same course in the interests of the International Labour Organisation, pointing out that the adoption of a draft convention which was open to the objections above-mentioned would be injurious to the credit and reputation of the Organisation and would be a source of weakness rather than strength. In the final result sixty eight votes were given for the convention and thirty seven against. The convention was thus rejected owing to the necessary two-thirds majority required by Article 405 of the Treaty of Versailles not having been obtained.

GENERAL PRINCIPLES OF SOCIAL INSURANCE.

54. The British Government representative on this committee was Mr. Humbert Wolfe (substitutes—Mr. Price and Mr. Bearn). The British employers were represented by Sir James Lithgow (substitute, Mr. Forbes Watson) and the British workers by

Mr. Hayday. Dr. Grieser (German Government) and Mr. Wolfe (British Government) were elected chairman and *rapporteur* respectively. The committee held fourteen meetings and presented a report which included the resolution, reproduced in Appendix XII, requesting the Governing Body of the International Labour Office to place the question of general and sickness insurance for workers on the Agenda of an early session of the Conference, if possible that of 1927, and on the Agenda of the same or succeeding sessions, the questions of invalidity, old age, and widows' and orphans' insurance. It will be seen that the resolution also sets out, for the guidance of the International Labour Office certain points concerning which it should collect and distribute information in relation to social insurance.

ELECTION OF GOVERNING BODY.

55. The Conference elected a new Governing Body of the International Labour Office, the composition of which is similar to that of its predecessor, with the exception that, among the representatives of Governments, representatives of the Argentine and Norway take the place of representatives of Chile and Finland.

CREDENTIALS.

56. There were protests against the acceptance of the credentials of the workers' delegates from the Argentine, Italy, Rumania and South Africa. The credentials of these delegates were finally accepted by the Conference—unanimously in the case of the Argentine, Rumania and South Africa, and by sixty seven votes to thirty one in the Italian worker's case which, as at the two preceding Conferences, provoked a lengthy debate.

57. The Conference adopted an amendment to the Standing Orders dealing with the question of lodging objections to delegates or advisers whose credentials are not deposited with the International Labour Office within the period prescribed by the Standing Orders.

OTHER BUSINESS.

58. The Conference dealt with other amendments of the Standing Orders into the details of which it is perhaps unnecessary to enter in this report. A report by the Director of the International Labour Office on the work of the International Labour Organisation from the 1st January to the 31st December, 1924, was very fully discussed at seven plenary sessions of the Conference. No attempt will be made here to give a complete account of this discussion, but some reference should perhaps be made to the debate on the Hours convention adopted by the first International Labour Conference (Washington, 1919).

59. Early in the course of the debate on the Director's report, Mr. Mertens (Belgian workers), speaking on behalf of the workers' group said that he understood several Government delegates were going to speak in the course of the discussion. The workers' group asked those speakers to give their opinions with regard to the ratification of the draft conventions in general and in particular with regard to the Hours convention.

60. Mr. Tschoffen (Belgian Government) claimed that in Belgium the eight-hour law was applied scrupulously. Belgium intended to maintain that law and was ready to ratify the Hours convention ; but it could not take such action in isolation. If the great industrial nations which were competitors of Belgium in the world's market would adopt a similar attitude, there would be no further need for a debate on the question of ratification.

61. Mr. Betterton, speaking on behalf of the British Government, referred to the difficulties in the way of ratification with which Great Britain was confronted and to the statements made by yourself in the course of the debate which took place in the House of Commons on the 1st May, 1925. He pointed out that in Great Britain the principle of the forty eight hour week had long been recognised and that the Government viewed with concern the possibility of a retrograde movement on the part of the chief industrial powers towards longer hours of labour. They intended thoroughly to explore every means of avoiding a movement of this kind and were prepared to enter into consultation with this end in view. Further consideration was being given to the possibility of such a consultation taking place.

62. Dr. Feig (German Government) said that the German Ministry of Labour was at present engaged in examining the final effects of a Bill regarding hours of work and everything was being done to draft provisions which would be in conformity with those of the Washington convention. The German Government sincerely desired simultaneous ratification by the principal industrial States.

63. Mr. Pfister (Swiss Government) referred to the fact that the ratifications of the Hours convention by Austria and Italy had been made conditional on its ratification by certain other named countries including Switzerland. In these circumstances Mr. Pfister thought it necessary to point out that though Switzerland had a law providing for a forty eight hour week in industry, this law did not cover small industrial undertakings or the railways. Any attempt to bring small undertakings—especially those in the country—under the Act would meet with the opposition of the majority not only in Parliament but among the people. Switzerland believed that international conventions when ratified should be strictly observed and for the reasons which he had given it had so far been impossible for Switzerland to ratify the eight-hour convention.

64. Mr. Durafour (French Government) referred to the possibility of a meeting of certain industrial powers which had not yet ratified the convention with a view to arriving at an agreement as to simultaneous ratification. He much hoped that any such meeting would be soon and would lead to results that would enable the French Bill of ratification to become law during the present session of the Chamber of Deputies, i.e. before the end of July.

65. The Government, employers' and workers' delegates of India all took part in the discussion and referred particularly to the disadvantageous position in which India found herself owing to the failure of Japan to ratify the convention. (As you are aware, the convention—which has been ratified by India—contains special provisions applicable to the cases of India and Japan.) Space does not admit of reference to other important and interesting speeches made during the debate.

66. In the course of his reply to the debate, the Director referred to the proposal to convene a meeting of representatives of industrial powers which had not ratified the convention and welcomed this proposal subject to certain reservations. In the first place, he thought that if any such conference were to result in further delays of the kind which had been experienced in the past, the fears which had been expressed by a certain number of workers' representatives would appear to be justified. In the second place, he hoped there would be no question of the States in question ratifying simultaneously by a common protocol, since he could not but be anxious at the possibility of any departure from the procedure for ratification provided by the Treaty of Versailles. His third anxiety arose from the possibility of the States concerned issuing after their discussion a declaration or protocol setting out their interpretation of the terms of the convention.

67. In the course of the debate on the Director's report, certain speakers referred to the alleged absence of freedom of association for workers in certain countries. As in previous years there were complaints by workers' representatives that ratification of a convention did not necessarily mean that the law of the ratifying country was adapted and administered to give effect to its terms.

68. Several interesting suggestions for improving the work of the Organisation were made, particularly by Professor O'Rahilly (Irish Free State Government), and the Director promised to take these into consideration.

We have the honour to be,

Sir,

Your obedient Servants,

(Signed) H. B. BETTERTON,

(Signed) R. R. BANNATYNE,

(Signed) HUMBERT WOLFE.

July, 1925.

APPENDIX I.

BRITISH DELEGATES AND ADVISERS AT THE SEVENTH
SESSION OF THE INTERNATIONAL LABOUR CONFERENCE,
MAY—JUNE, 1925.*Government Delegates :*

- Mr. Henry Bucknall Betterton, C.B.E., M.P., Parliamentary Secretary, Ministry of Labour.
(Substitute for Mr. Betterton—Mr. Humbert Wolfe, C.B., C.B.E., Principal Assistant Secretary, Ministry of Labour.)
Mr. Robert Reid Bannatyne, C.B., Assistant Secretary, Home Office.

Advisers to the Government Delegates :

- Mr. Edward Gordon Bearn, Chief Inspector, Health Insurance Department, Ministry of Health.
Sir Gerald Bellhouse, C.B.E., H.M. Chief Inspector of Factories, Home Office.
Mr. Charles Matthew Knowles, LL.B., Assistant Legal Adviser, Home Office.
Mr. Cyril Leigh Macrae Langham, Chief Clerk, Solicitor's Department, Ministry of Labour.
Mr. Isaac Haig Mitchell, Conciliation Officer, Ministry of Labour.
Mr. James Frederick George Price, Principal Assistant Secretary, Ministry of Labour.
Mr. Rupert Churchill Gelderd Somervell, Principal in charge of the International Labour Division, Ministry of Labour.

Employers' Delegate :

- Sir James Lithgow, Bt., Shipbuilder, Colliery Owner, Iron and Steel Manufacturer, etc. ; ex-President of the Shipbuilding Employers' Federation ; ex-President of the National Confederation of Employers' Organisations.

Advisers to the Employers' Delegate :

- Mr. H. Elliston Allen, Chairman of the North Wales Coalowners' Association.
Sir Andrew Rae Duncan, Vice-President of the Shipbuilding Employers' Federation ; Member of the General Purposes Committee of the National Confederation of Employers' Organisations. (Did not attend.)
Mr. Geoffrey Marchand, Association of Glass Bottle Manufacturers of Great Britain and Ireland.
Mr. Richard Snedden, National Confederation of Employers' Organizations.
Councillor Solomon Stephens, ex-Mayor of Plymouth ; ex-President of the National Association of Master Bakers, Confectioners and Caterers.
Mr. John Ballingall Forbes Watson, General Secretary of the National Confederation of Employers' Organizations.

Workpeoples' Delegate :

- Mr. Edward Lawrence Poulton, O.B.E., J.P., Secretary of the National Union of Boot and Shoe Operatives ; Member of the General Council of the Trades Union Congress.

Advisers to the Workpeople's Delegate :

Mr. John William Banfield, J.P., General Secretary, Operative Bakers, Confectioners, and Allied Workers' Trade Union.

Mr. Joseph Cotter, President, Amalgamated Marine Workers' Union.

Mr. Arthur Hayday, J.P., M.P., District Organizer, National Union of General and Municipal Workers.

Mr. John Stokes, J.P., General Secretary, London Glass Bottle Workers' Trade Society.

Mr. Benjamin Tillett, Political and International Secretary, Transport and General Workers' Union.

Miss Julia Varley, Trade Union Organizer, The Workers' Union.

Secretary to the Delegation :

Mr. Alfred Ernest Kingham, Assistant Principal, International Labour Division, Ministry of Labour.

APPENDIX II.

RESOLUTION CONCERNING THE STANDARDIZATION OF WORKING CONDITIONS OF MINERS AS ADOPTED BY THE CONFERENCE.

Considering that the Committee of the International Miners' Federation at a meeting held in Brussels on the 28th of April 1925 adopted the following resolution :

Whereas in certain coal producing countries economic difficulties are such as to lead to continually increasing unemployment among miners and the lowering of their standard of living ;

Whereas these economic difficulties arise very largely from competition and commercial rivalry in the international coal market ;

Whereas this competition and commercial rivalry is more acute and embittered by reason of the differences in the working conditions existing in the principal coal-producing countries ;

The Committee decides that efforts should be made to secure the standardization of working conditions of miners on an international basis.

Since the Committee desires to be fully informed before it formulates definite and concrete proposals it decides to organize, in agreement with the National Miners' Federations, an international investigation in the principal coal-producing countries. This investigation shall deal with hours of work, annual holidays, and wages paid by employers to the various categories of working miners.

In order that the proposed investigation should be as thorough as possible and that the enquiry may be completed with the least possible delay, the Committee also decides to appeal to the International Labour Office for assistance and the co-operation of the means of investigation at its disposal.

Considering that a resolution has been proposed in accordance with the above resolution by Mr. Mertens and submitted in accordance with Article 12, paragraph 7, of the Standing Orders of the Conference ;

Whereas it is one of the functions of the International Labour Office as defined by Part XIII of the Treaty of Peace to collect all information upon hours of work, wages, and annual holidays ;

And whereas there would be a special value in an international comparative investigation of all the documents already collected by the great public mines administrations, which documents could be still further supplemented by those of the employers' and workers' organizations ;

The Conference requests the Governing Body to consider the conditions under which this investigation could be initiated and carried out by the International Labour Office.

APPENDIX III.

RESOLUTION CONCERNING APPRENTICESHIP AND VOCATIONAL AND TECHNICAL EDUCATION AS ADOPTED BY THE CONFERENCE.

Whereas the question of apprenticeship and of vocational and technical education is of capital importance in furthering satisfactory and intensive production throughout the world ;

Whereas the Treaty of Peace in the Preamble to Part XIII declares that an improvement in the conditions of labour of the workers is urgently required by the application of a series of measures including " the organization of vocational and technical education and other measures ;"

And whereas it is therefore consonant with the Treaty of Peace to promote a well-devised organization of apprenticeship and of vocational and technical education, which should enable young workers to acquire improved and indispensable vocational knowledge ;

The Seventh Session of the International Labour Conference invites the Governing Body to instruct the International Labour Office to undertake such preliminary work and necessary investigations as it may deem appropriate with a view to the possible discussion of the question at one of the next following Sessions of the International Labour Conference.

APPENDIX IV.

RESOLUTION CONCERNING THE STUDY OF THE CONDITIONS OF WORK OF AGRICULTURAL LABOURERS AS ADOPTED BY THE CONFERENCE.

Whereas the Labour Part of the Treaties of Peace provides not only for the protection of industrial workers but also for the protection of agricultural workers, and whereas the International Court of Justice has confirmed this intention of the Treaties ;

Whereas by virtue of this decision, and of the general principles of the Labour Part, rural workers must be accurately represented in the various bodies of the International Labour Organization ;

And whereas the special nature of agricultural labour and the great variety of categories of agricultural workers in every country render the question of their organization and representation especially difficult and delicate, and whereas it is important to have full knowledge of the facts in order to avoid possible misunderstandings or even disputes ;

The Conference requests the Governing Body to instruct the International Labour Office to prepare and submit as early as possible a report showing what are the various categories of agricultural workers in every country and also the principles upon which they are organized and where necessary represented both in their national institutions and in the International Labour Organization.

APPENDIX V.

RESOLUTION CONCERNING AN ENQUIRY INTO CONDITIONS OF LABOUR IN ASIATIC COUNTRIES AS ADOPTED BY THE CONFERENCE.

The Seventh Session of the International Labour Conference expresses the hope that the International Labour Office will continue to collect and publish all available information regarding the conditions of labour in Asiatic countries ; and also requests the Governing Body of the International Labour Office, in consultation with the Governments concerned, to undertake, so far as is possible, a documentary inquiry into the conditions of labour in those countries, more especially in China, India, Japan, Persia and Siam, and in the Colonies, Protectorates and Mandated Territories in Asia.

APPENDIX VI.

WORKMEN'S COMPENSATION FOR ACCIDENTS.—DRAFT CONVENTION AND DRAFT RECOMMENDATIONS.

(1) DRAFT CONVENTION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventh Session on 19th May, 1925, and

Having decided upon the adoption of certain proposals with regard to workmen's compensation for accidents, which is the first item of the Agenda of the Session, and

Having determined that these proposals shall take the form of a draft International Convention,
adopts the following draft Convention for ratification by the Members of the International Labour Organization, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Article 1.

Each Member of the International Labour Organization which ratifies this Convention undertakes to ensure that workmen who suffer personal injury due to an industrial accident, or their dependants, shall be compensated on terms at least equal to those provided by this Convention.

Article 2.

The laws and regulations as to workmen's compensation shall apply to workmen, employees and apprentices employed by any enterprise, undertaking or establishment of whatsoever nature, whether public or private. It shall, nevertheless, be open to any Member to make such exceptions in its national legislation as it deems necessary in respect of :

(1) Persons whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's trade or business ;

(2) out-workers ;

(3) members of the employer's family who work exclusively on his behalf and who live in his house ;

(4) non-manual workers whose remuneration exceeds a limit to be determined by national law or regulations.

Article 3.

This Convention shall not apply to (1) seamen and fishermen for whom provision shall be made by a later Convention ; (2) persons covered by some special scheme, the terms of which are not less favourable than those of the Convention.

Article 4.

This Convention shall not apply to agriculture, in respect of which the Convention concerning workmen's compensation in agriculture adopted by the International Labour Conference at its third session remains in force.

Article 5.

The compensation payable to the injured workman, or his dependants, where permanent incapacity or death results from the injury, shall be paid in the form of periodical payments ; provided that it may be wholly or partially paid in a lump sum, if the competent authority is satisfied that it will be properly utilized.

Article 6.

In case of incapacity, compensation shall be paid not later than as from the fifth day after the accident, whether it be payable by the employer, the accident insurance institution, or the sickness insurance institution concerned.

Article 7.

In cases where the injury results in incapacity of such a nature that the injured workman must have the constant help of another person, additional compensation shall be provided.

Article 8.

The national laws or regulations shall prescribe such measures of supervision and methods of review as are deemed necessary.

Article 9.

Injured workmen shall be entitled to medical aid and to such surgical and pharmaceutical aid as is recognized to be necessary in consequence of accidents ; the cost of such aid shall be defrayed either by the employer, by accident insurance institutions or by sickness or invalidity insurance institutions.

Article 10.

Injured workmen shall be entitled to the supply and normal renewal, by the employer or insurer, of such artificial limbs and surgical appliances as are recognized to be necessary ; provided that national laws or regulations may allow in exceptional circumstances the supply and renewal of such artificial limbs and appliances, to be replaced by the award to the injured workman of a sum representing the probable cost of the supply and renewal of such appliances, this sum to be decided at the time when the amount of compensation is settled or revised.

National laws or regulations shall provide for such supervisory measures as are necessary, either to prevent abuses in connection with the renewal of appliances, or to ensure that the additional compensation is utilized for this purpose.

Article 11.

The national laws or regulations shall make such provision as, having regard to national circumstances, is deemed most suitable for ensuring in all circumstances, in the event of the insolvency of the employer or insurer, the payment of compensation to workmen who suffer personal injury due to industrial accidents, or in case of death, to their dependants.

Article 12.

The formal ratifications of this Convention under the conditions set forth in Part XIII of the Treaty of Versailles and of the corresponding parts of the other Treaties of Peace shall be communicated to the Secretary-General of the League of Nations for registration.

Article 13.

This Convention shall come into force at the date on which the ratifications of two Members of the International Labour Organization have been registered by the Secretary-General.

It shall be binding only upon those Members whose ratifications have been registered with the Secretariat.

Thereafter, the Convention shall come into force for any Member at the date on which its ratification has been registered with the Secretariat.

Article 14

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Secretary-General of the League of Nations shall so notify all the Members of the International Labour Organization. He shall likewise notify them of the registration of ratifications which may be communicated subsequently by other Members of the Organization.

Article 15.

Subject to the provisions of Article 13, each Member which ratifies this Convention agrees to bring the provisions of Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11 into operation not later than 1st January, 1927, and to take such action as may be necessary to make these provisions effective.

Article 16.

Each Member of the International Labour Organization which ratifies this Convention engages to apply it to its colonies, possessions and protectorates, in accordance with the provisions of Article 421 of the Treaty of Versailles and of the corresponding Articles of the other Treaties of Peace.

Article 17.

A Member which has ratified this Convention may denounce it after the expiration of five years from the date on which the Convention first comes into force, by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

Article 18.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

Article 19.

The French and English texts of this Convention shall both be authentic.

(2) DRAFT RECOMMENDATION CONCERNING THE MINIMUM SCALE OF WORKMEN'S COMPENSATION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventh Session on 19th May, 1925, and

Having decided upon the adoption of certain proposals with regard to the minimum scale of workmen's compensation, the first item in the agenda of the Session, and

Having determined that these proposals should take the form of a Recommendation,

adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding parts of the other Treaties of Peace :

The General Conference recommends that each Member of the International Labour Organization should take the following principles and rules into consideration :

I.

Where incapacity for work results from the injury, the national laws or regulations should provide for the payment of compensation at rates not lower than those hereinafter indicated :—

(1) In the case of permanent total incapacity, a periodical payment equivalent to two-thirds of the workman's annual earnings ;

(2) In case of permanent partial incapacity, a proportion of the periodical payment due in the event of permanent total incapacity calculated in reference to the reduction of earning power caused by the injury ;

(3) In case of temporary total incapacity, a daily or weekly payment equivalent to two-thirds of the workman's basic earnings as calculated for purposes of compensation ;

(4) In case of temporary partial incapacity, a proportion of the daily or weekly payment payable in the case of temporary total incapacity calculated in reference to the reduction of earning power caused by the injury.

Where compensation is paid in a lump sum, the sum should not be less than the capitalized value of the periodical payment which would be payable under the foregoing paragraphs.

II.

Where the injury is such that the workman requires the constant help of another person, additional compensation should be paid to the workman, which should not be less than half the amount payable in the case of permanent total incapacity.

III.

Where death results from the injury, those entitled to be regarded as dependants for purpose of compensation should include at least the following :

(1) deceased's husband or wife ;

(2) deceased's children under eighteen years of age, or above that age if, by reason of physical or mental infirmity, they are incapable of earning ;

(3) deceased's ascendants (parents or grandparents), provided that they are without means of subsistence and were dependent on the deceased, or the deceased was under an obligation to contribute towards their maintenance ;

(4) deceased's grandchildren and brothers and sisters, if below eighteen years of age, or above that age if, by reason of physical or mental infirmity, they are incapable of earning, and if they are orphans, or if their parents, though still living, are incapable of providing for them.

Where compensation is paid by means of periodical payments, the maximum total of the yearly sum payable to all the dependants should not be less than two-thirds of the deceased's annual earnings.

Where compensation is paid in a lump sum, the maximum sum payable to all the dependants should not be less than the capitalised value of periodical payments equivalent to two-thirds of the deceased's annual earnings.

IV.

The vocational re-education of injured workmen should be provided by such means as the national laws or regulations deem most suitable.

Governments should encourage institutions which undertake such re-education.

(3) DRAFT RECOMMENDATION CONCERNING JURISDICTION IN DISPUTES
ON WORKMEN'S COMPENSATION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventh Session on 19th May, 1925, and

Having decided upon the adoption of certain proposals with regard to jurisdiction in disputes on workmen's compensation, the first item on the agenda of the session, and

Having determined that these proposals should take the form of a Recommendation,

adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Whereas disputes on workmen's compensation turn not only on the interpretation of laws and regulations, but also on questions of an occupational character requiring a thorough knowledge of working conditions, for example, questions as to the nature of the undertaking, the kind of risk inherent in it, the relation between the workman's employment and the accident, the method of computing earnings, the degree of incapacity for work, the possibility of the workman's adapting himself to some other occupation,

And whereas workmen and employers have the necessary knowledge and experience on these questions, and disputes on compensation matters might be more equitably settled if they were members of or associated with the courts which have to decide such disputes,

And whereas it is possible in many countries to secure the association of employers and workmen with such courts, as members or otherwise, without departing radically from the existing judicial system ;

The General Conference recommends that each Member of the International Labour Organization should take the following principles and rules into consideration :

I.

That every dispute relating to workmen's compensation should preferably be dealt with by a special court or board of arbitration comprising, with or without the addition of regular judges, an equal number of employers' and workmen's representatives appointed to act as adjudicators by their respective organizations or on the nomination of such organizations, comprising employers' and workers' representatives, drawn from other social institutions or elected by separate electoral bodies of employers and workers.

II.

That, where disputes relating to workmen's compensation are dealt with by the ordinary courts of law, such courts shall be required, on the request of either of the parties concerned, to hear employers' and workmen's representatives as experts in any case where the dispute involves a question of an occupational character, and in particular the question of the degree of incapacity for work.

APPENDIX VII.

WORKMEN'S COMPENSATION FOR OCCUPATIONAL DISEASES.

DRAFT CONVENTION, DRAFT RECOMMENDATION AND RESOLUTION.

(1) DRAFT CONVENTION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its Seventh Session on 19th May, 1925, and

Having decided upon the adoption of certain proposals with regard to workmen's compensation for occupational diseases, which is the first item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a draft international convention,

adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Article 1.

Each Member of the International Labour Organization which ratifies this Convention undertakes to provide that compensation shall be payable to workmen incapacitated by occupational diseases, or in case of death from such diseases, to their dependants, in accordance with the general principles of the national legislation relating to compensation for industrial accidents.

The rates of such compensation shall be not less than those prescribed by the national legislation for injury resulting from industrial accidents. Subject to this provision each Member in determining in its national law or regulations the conditions under which compensation for the said diseases shall be payable and in applying to the said diseases its legislation in regard to compensation for industrial accidents, may make such modifications and adaptations as it thinks expedient.

Article 2.

Each Member of the International Labour Organization which ratifies this Convention undertakes to consider as occupational diseases those diseases and poisonings produced by the substances set forth in the Schedule appended hereto, when such diseases or such poisonings affect workers engaged in the trades or industries placed opposite in the said Schedule, and result from occupation in an undertaking covered by the said national legislation.

Schedule.

<i>List of Diseases and Toxic Substances.</i>	<i>List of Corresponding Industries and Processes.</i>
Poisoning by lead, its alloys or compounds and their sequelæ.	Handling of ore containing lead, including fine shot in zinc factories. Casting of old zinc and lead in ingots. Manufacture of articles made of cast lead or of lead alloys. Employment in the polygraphic industries. Manufacture of lead compounds. Manufacture and repair of electric accumulators. Preparation and use of enamels containing lead. Polishing by means of lead files or putty powder with a lead content. All painting operations involving the preparation and manipulation of coating substances, cements or colouring substances containing lead pigments.
Poisoning by mercury, its amalgams and compounds and their sequelæ.	Handling of mercury ore. Manufacture of mercury compounds. Manufacture of measuring and laboratory apparatus. Preparation of raw material for the hat-making industry. Hot gilding. Use of mercury pumps in the manufacture of incandescent lamps. Manufacture of fulminate of mercury primers.
Anthrax infection	Work in connexion with animals infected with anthrax. Handling of animal carcasses or parts of such carcasses including hides, hoofs and horns. Loading and unloading or transport of merchandise.

Article 3.

The formal ratifications of this Convention under the conditions set forth in Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace shall be communicated to the Secretary-General of the League of Nations for registration.

Article 4.

This Convention shall come into force at the date on which the ratifications of two Members of the International Labour Organization have been registered by the Secretary-General.

It shall be binding only upon those Members whose ratifications have been registered with the Secretariat.

Thereafter, the Convention shall come into force for any Member at the date on which its ratification has been registered with the Secretariat.

Article 5.

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Secretary-General of the League of Nations shall so notify all the Members of the International Labour Organization. He shall likewise notify them of the registration of ratifications which may be communicated subsequently by other Members of the Organization.

Article 6.

Subject to the provisions of Article 4, each Member which ratifies this Convention agrees to bring the provisions of Articles 1 and 2 into operation not later than the 1st of January, 1927, and to take such action as may be necessary to make these provisions effective.

Article 7.

Each Member of the International Labour Organization which ratifies this Convention engages to apply it to its colonies, possessions and protectorates, in accordance with the provisions of Article 421 of the Treaty of Versailles and of the corresponding Articles of the other Treaties of Peace.

Article 8.

A Member which has ratified this Convention may denounce it after the expiration of five years from the date on which the Convention first comes into force, by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

Article 9.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

Article 10.

The French and English texts of this Convention shall both be authentic.

(2) DRAFT RECOMMENDATION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventh Session on the 19th of May, 1925, and,

Having decided upon the adoption of certain proposals with regard to workmen's compensation for occupational diseases, the first item in the agenda of the Session, and

Having determined that these proposals should take the form of a Recommendation,

adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Whereas it is recognized that each State is free to establish under its national legislation a more complete list than that embodied in the schedule appended to Article 2 of the Draft Convention concerning workmen's compensation for occupational diseases ;

The Conference recommends that :

Each Member of the International Labour Organization which ratifies this Convention should adopt, where such procedure does not already exist, a simple procedure by which the list of diseases considered occupational in its national legislation may be revised.

(3) RESOLUTION.

Whereas the list contained in the Schedule in Article 2 of this Convention has been limited to a minimum of occupational diseases recognized as such in an absolutely general manner ;

But whereas on the other hand it would seem desirable to complete subsequently this list by the addition of such diseases as shall come to be similarly recognized as meriting inclusion therein ;

The Conference recommends that :

(1) The International Labour Organization should study the question of occupational diseases and collect the fullest possible information on this subject ;

(2) The result of such study be communicated to the States Members of the International Labour Organization ;

(3) The Governing Body be instructed to insert, should the necessity arise, on the agenda of a future Conference, and if possible in 1926, a new and additional proposed Draft Convention containing the list of occupational diseases which would seem to merit addition to those embodied in the Schedule of Article 2 of the original Convention.

APPENDIX VIII.

EQUALITY OF TREATMENT FOR NATIONAL AND FOREIGN WORKERS AS REGARDS WORKMEN'S COMPENSATION FOR ACCIDENTS.

DRAFT CONVENTION AND DRAFT RECOMMENDATION.

(1) DRAFT CONVENTION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventh Session on 19th May, 1925, and

Having decided upon the adoption of certain proposals with regard to the equality of treatment for national and foreign workers as regards workmen's compensation for accidents, which is included in the second item of the Agenda of the Session, and

Having determined that these proposals shall take the form of a draft International Convention, adopts the following draft Convention for ratification by the Members of the International Labour Organization, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Article 1.

Each Member of the International Labour Organization, which ratifies this convention, undertakes to grant to the nationals of any other Member, which shall have ratified the Convention and who suffer personal injury due to industrial accidents happening in its territory or to their dependants the same treatment in respect of workmen's compensation as it grants to its own nationals.

This equality of treatment shall be guaranteed to foreign workers and their dependants without any condition as to residence. With regard to the payments which a Member or its nationals would have to make outside that Member's territory in the application of this principle the measures to be adopted shall be regulated, if necessary, by special arrangements between the Members concerned.

Article 2.

Special agreements may be made between the Members concerned to provide that compensation for industrial accidents happening to workers whilst temporarily or intermittently employed in the territory of one Member on behalf of an undertaking situated in the territory of another Member shall be governed by the laws and regulations of the latter Member.

Article 3.

The Members who ratify this Convention and who do not already possess a system, whether by insurance or otherwise, of workmen's compensation for industrial accidents, agree to institute such a system within a period of three years from the date of their ratification.

Article 4.

The Members who ratify this Convention further undertake to afford each other mutual assistance with a view to facilitating the application of the Convention and the execution of their respective laws and regulations on workmen's compensation and to inform the International Labour Office, which shall inform the other Members concerned of any modifications in the laws and regulations in force on workmen's compensation.

Article 5.

The formal ratifications of this Convention under the conditions set forth in Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace shall be communicated to the Secretary-General of the League of Nations for registration.

Article 6.

This Convention shall come into force at the date on which the ratifications of two Members of the International Labour Organization have been registered by the Secretary-General.

It shall be binding only upon those Members whose ratifications have been registered with the Secretariat.

Thereafter, the Convention shall come into force for any member at the date on which its ratification has been registered with the Secretariat.

Article 7.

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Secretary-General of the League of Nations shall so notify all the Members of the International Labour Organization. He shall likewise notify them of the registration of ratifications which may be communicated subsequently by other Members of the Organization.

Article 8.

Subject to the provisions of Article 6, each Member which ratifies this Convention agrees to bring the provisions of Articles 1, 2, 3 and 4 into operation not later than 1st January, 1927, and to take such action as may be necessary to make these provisions effective.

Article 9.

Each Member of the International Labour Organization which ratifies this Convention engages to apply it to its colonies, possessions and protectorates, in accordance with the provisions of Article 421 of the Treaty of Versailles and of the corresponding Articles of the other Treaties of Peace.

Article 10.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

Article 11.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

Article 12.

The French and English texts of this Convention shall both be authentic.

(2) DRAFT RECOMMENDATION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Seventh Session on 19th May 1925, and

Having decided upon the adoption of certain proposals with regard to the equality of treatment for national and foreign workers as regards workmen's compensation for accidents, which is included in the second item of the agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation, adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

I.

In order to facilitate the application of the Draft Convention concerning equality of treatment for national and foreign workers as regards workmen's compensation the Conference recommends that :

(1) When a person to whom compensation is due under the laws and regulations of one Member resides in the territory of another Member, the necessary measures be taken to facilitate the payment of such compensation and to ensure the observance of the conditions governing such payment laid down by the said laws and regulations ;

(2) In case of dispute concerning the non-payment, cessation of payment, or reduction of the compensation due to a person residing elsewhere than in the territory of the Member where his claim to compensation originated, facilities be afforded for taking proceedings in the competent courts of law in such territory without requiring the attendance of the person concerned ;

(3) Any advantage in respect of exemption from duties and taxes, free issue of official documents or other privileges granted by the law of any Member for purposes connected with workmen's compensation be extended under the same conditions to the nationals of the other Members who shall have ratified the aforementioned Convention.

II.

The Conference recommends that, where in any country there exists no system, whether by insurance or otherwise, of workmen's compensation for industrial accidents, the Government shall, pending the institution of such a system, afford facilities to alien workers, enabling them to benefit by the laws and regulations on workmen's compensation in their own countries.

APPENDIX IX.

PROPOSED DRAFT CONVENTION CONCERNING NIGHT
WORK IN BAKERIES.

Amendments proposed by the British Government to the draft provisionally adopted at the Sixth Session of the Conference (Geneva, 1924).

Substitute for the second paragraph of Article 1 the following paragraph :

“ This prohibition applies to the work of all persons employed in the making of such products, but it does not apply to work done by the employer himself or by any person working on his own account, or to work which is done by members of the same family for their own consumption, or to work done in a bakery belonging to an hotel or restaurant or any public or private institution for consumption in the hotel, restaurant or institution.”

Substitute the following for Article 2 :

“ For the purpose of this Convention the term ‘night’ signifies such period as may be fixed by the competent authority in each country after consultation with the organizations of employers and workers concerned, but such period shall in any case include either the interval between eleven o'clock in the evening and five o'clock in the morning or the interval between ten o'clock in the evening and four o'clock in the morning.”

Extract from a letter dated 12th January 1925, addressed by the Ministry of Labour to the International Labour Office.

With regard to the proposed Draft Convention on night work in bakeries, I am to state that as this Convention stands at present it is not in a form in which it could be accepted by H.M. Government and that before they could accept it amendments on the following lines would be necessary.

First, it is the opinion of H.M. Government that the Convention should be limited to bakeries where bread or flour confectionery is baked for sale to the general public and that it should not apply to hotels, restaurants, schools, hospitals and other institutions where bread or flour confectionery is baked for exclusive consumption in the hotel, restaurant or institution. The latter class of premises appear to H.M. Government to stand on quite a different footing from the former class. In Great Britain they are not classed with, and as regards conditions of work often differ widely from factory undertakings, nor are they subject to inspection by the factory inspector. They should, therefore, in the opinion of H.M. Government be brought within the exception already contained in the Convention for baking done by members of the same family for home consumption.

Secondly, H.M. Government consider that the Convention ought not to make it obligatory to apply the prohibition against night baking to the master baker. Apart from the fact that such application would be inconsistent with the general principles on which factory legislation in Great Britain is based, it is considered that it would be equally inconsistent with the purpose of Part XIII of the Treaty of Versailles which aims only at the protection of the employed worker. H.M. Government take the view that such interference with the personal liberty of the employer can only be justified if and where it has been proved to be essential in the interests of the persons employed and that the necessity for such interference is not a question which can be determined by reference to the experience of any particular State or States, but must depend in each State on the special conditions obtaining therein. In this connexion I am to refer to an article, dealing with legislation on this subject recently proposed by the French Government, which appeared in the issue of "Industrial and Labour Information," on Monday, the 15th of December, 1924. It is there stated that "one modification which is of the first importance and also in agreement with one of the fundamental but most discussed paragraphs of the Draft Convention will be found in the Bill; this is the extension of the prohibition of night work to master bakers." I am to point out that the expressed view of the British Government is, and has always been, that this extension of the prohibition is not a fundamental provision of the proposed Convention but, on the contrary, is one which can and should be omitted from it, and I am to state that H.M. Government view with regret the unqualified use of the word "fundamental" in the paragraph quoted.

Thirdly, the proposal to fix the night period at not less than seven consecutive hours, to include the interval between 11 p.m. and 5 a.m. or, when it is required by climate or season, the interval between 10 p.m. and 4 a.m. appears to H.M. Government to be unnecessarily restrictive. It should be clearly realized that the whole purpose of the definition of night in the Convention is to prevent the employment of a night-shift on baking, and for that purpose to fix the latest hour for stopping and the earliest hour for beginning work. The duration of the individual worker's nightly rest is not in any way dependent on the limits so fixed. Viewed in this light, it appears to H.M. Government that it should be quite sufficient for the purposes of the Convention to provide that the term "night" must include either the period between 11 p.m. and 5 a.m., or the period between 10 p.m. and 4 a.m., and, subject to this provision, to leave it to the competent authority in each country to fix the period during which night baking is to be prohibited. It may be observed that if this recommendation were adopted it would enable two day-shifts of nine hours each to be worked.

Should the Convention be amended on the lines above indicated, H.M. Government are disposed to accept it provided that they can be satisfied that the effect of its adoption would not be to cause an increase in the price of bread to the consumer. In view of the high cost of living and recent rise in the prices of food, a Royal Commission has recently been appointed to investigate the present prices of food and H.M. Government have invited the Royal Commission to report on the question as to whether and if so, to what extent, prohibition of night baking would be likely to result in an increase in the price of bread. Pending the report of this Commission they are unable to come to a final decision. Meanwhile, they desire, in conformity with the views set out above, to give notice of the amendments which will be found in the accompanying schedule.

(Signed) T. W. PHILLIPS.

APPENDIX X.

NIGHT WORK IN BAKERIES.

DRAFT CONVENTION.

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its Seventh Session on the 19th of May, 1925, and

Having decided upon the adoption of certain proposals with regard to night work in bakeries which is the fourth item of the Agenda of the Session, and

Having determined that these proposals shall take the form of a draft international Convention,
adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace :

Article 1.

Subject to the exceptions hereinafter provided, the making of bread, pastry or other flour confectionery during the night is forbidden.

This prohibition applies to the work of all persons, including proprietors as well as workers, engaged in the making of such products ; but it does not apply to the making of such products by members of the same household for their own consumption.

This Convention has no application to the wholesale manufacture of biscuits. Each Member may, after consultation with the employers' and workers' organizations concerned determine what products are to be included in the term " biscuits " for the purpose of the Convention.

Article 2.

For the purpose of this Convention, the term " night " signifies a period of at least seven consecutive hours. The beginning and end of this period shall be fixed by the competent authority in each country after consultation with the organizations of employers and workers concerned, and the period shall include the interval between eleven o'clock in the evening and five o'clock in the morning. When it is required by the climate or season, or when it is agreed between the employers' and workers' organizations concerned, the interval between ten o'clock in the evening and four o'clock in the morning may be substituted for the interval between eleven o'clock in the evening and five o'clock in the morning.

Article 3.

After consultation with the employers' and the workers' organisations concerned the competent authority in each country may make the following exceptions to the provisions of Article 1 :—

(a) The permanent exceptions necessary for the execution of preparatory or complementary work as far as it must necessarily be carried on outside the normal hours of work provided that no more than the strictly necessary number of workers and that no young persons under the age of eighteen years shall be employed in such work.

(b) The permanent exceptions necessary for requirements arising from the particular circumstances of the baking industry in tropical countries.

(c) The permanent exceptions necessary for the arrangement of the weekly rest.

(d) The temporary exceptions necessary to enable establishments to deal with unusual pressure of work or national necessities.

Article 4.

Exceptions may also be made to the provisions of Article 1 in case of accident, actual or threatened, or in case of urgent work to be done to machinery or plant, or in case of force majeure, but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking.

Article 5.

Each Member which ratifies this Convention shall take appropriate measures to ensure that the prohibition prescribed in Article 1 is effectively enforced, and shall enable the employers, the workers, and their respective organisations to co-operate in such measures, in conformity with the Recommendation adopted by the International Labour Conference at its Fifth Session (1923).

Article 6.

The provisions of this Convention shall not take effect until 1st January, 1927.

Article 7.

The formal ratifications of this Convention under the conditions set forth in Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace shall be communicated to the Secretary-General of the League of Nations for registration.

Article 8.

This Convention shall come into force at the date on which the ratifications of two Members of the International Labour Organisation have been registered by the Secretary-General.

It shall be binding only upon those Members whose ratifications have been registered with the Secretariat.

Thereafter the Convention shall come into force for any Member at the date on which its ratification has been registered with the Secretariat.

Article 9.

As soon as the ratifications of two Members of the International Labour Organisation have been registered with the Secretariat, the Secretary-General of the League of Nations shall so notify all the Members of the International Labour Organisation. He shall likewise notify them of the registration of ratifications which may be communicated subsequently by other Members of the Organisation.

Article 10.

Each Member of the International Labour Organisation which ratifies this Convention engages to apply it to its colonies, possessions and protectorates, in accordance with the provisions of Article 421 of the Treaty of Versailles and of the corresponding Articles of the other Treaties of Peace.

Article 11.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

Article 12.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

Article 13.

The French and English texts of this Convention shall both be authentic.

APPENDIX XI.

PROPOSED DRAFT CONVENTION CONCERNING WEEKLY
SUSPENSION OF WORK FOR TWENTY-FOUR HOURS IN
GLASS MANUFACTURING PROCESSES WHERE TANK
FURNACES ARE USED.

Amendment proposed by the British Government to the Draft provisionally adopted at the Sixth Session of the Conference (Geneva, 1924).

Omit Articles 1 to 6 inclusive and substitute the following :—

Article 1.—Every worker in glass works where tank furnaces are used shall, subject to the exceptions hereinafter laid down, be allowed a weekly rest of not less than twenty-four consecutive hours.

Article 2.—The rest shall be given so far as possible on Sunday or any other day already established as the weekly rest day by the legislation, the traditions or the custom of the country or district.

Article 3.—Exceptions to the requirements of Article 1 may be authorized by each Member after consultation with the employers' and workers' organizations concerned, and subject to any conditions that may be deemed desirable, in respect of (a) preparatory or complementary work, and (b) work connected with the repair of the furnaces, machinery, buildings, or plant, so far as may be necessary to prevent interference with the normal working of the undertaking.

A list of any exceptions so authorized shall be communicated to the International Labour Office."

Extract from a Letter dated the 12th of January, 1925, addressed by the Ministry of Labour to the International Labour Office.

With regard to the Convention concerning the weekly suspension of work for twenty-four hours in glass manufacturing processes where tank furnaces are used, I am to state that H.M. Government are in complete sympathy with the object of this Convention, namely, to secure an adequate weekly rest to the workers employed in the processes in question, but that in their opinion the Convention contains proposals which are open in principle to grave objection and that in its present form the Convention will not attain the object in view.

In the first place, I am to observe that the proposal in Articles 1 and 2 to require the suspension of work on Sunday, with consequent stoppage of the machinery, is not necessary for the particular object in view, which should be a rest for the individual worker and not a rest for the machine, and that it would therefore, if effectively enforced, involve unnecessary interference with production. In this connexion I am to refer to the reply which H.M. Government returned to the *questionnaire* on this subject in which it was pointed out that the object in view could be fully secured by providing that every worker in the processes in question should, subject to such exceptions as may be authorized by the Convention, be allowed a weekly rest of at least twenty-four hours and that this rest should be given wherever possible on Sunday. I am to add that in the opinion of H.M. Government, provisions on these lines would be much more in harmony with the general objects of the International Labour Organization, as laid down in the Treaty of Versailles (as well as with the principles generally observed in British legislation) than the present proposals.

In the second place, H.M. Government desire to call attention to the proposal in Article 3 that each State shall be given an absolute discretion to exempt "any work which must necessarily be carried on continuously for technical or economic reasons." I am to observe that the field of exemption afforded by these words is wide in the extreme and it appears to H.M. Government that they might be so used as to nullify the main purpose of the Convention. No doubt if the prohibition in Article 1 is retained in its present form, it can only be rendered tolerable by giving each State an extensive power of dispensing with its requirements, but in the case of an industry like glass, which is the subject of keen international competition, it is considered that any wide and ill-defined power of exemption is open to the gravest objection. It is felt that the practical effect would be that, whenever one State exempted any particular process, every other competing State would feel entitled and bound to allow a similar exemption and that thus any value the Convention might have from the workers' point of view would be gradually destroyed.

Thirdly, H.M. Government would call attention to the provision in Article 6 that workers employed on the ordinary rest day are to be given a weekly rest "in conformity with the provisions of the Convention of 1921, concerning the weekly rest in industrial undertakings." It would appear that the effect of the reference to the Convention of 1921 would be to allow each State to exclude any process which it saw fit from the application of this Article, and so place it within the power of any ratifying State to make the operation of this Article a dead letter.

In order, therefore, to make the Convention a more effective instrument for securing a weekly rest to the workers, and with a view to avoid the objections to which the Convention as at present drafted is open, H.M. Government propose that the amendments set out on the accompanying schedule should be made in the Draft Convention, and I am directed to state that it would only be possible for them to accept the Convention if amended on these lines.

(Signed) T. W. PHILLIPS.

APPENDIX XII.

RESOLUTION CONCERNING SOCIAL INSURANCE AS ADOPTED
BY THE CONFERENCE.

Whereas the maintenance of a healthy and vigorous labour supply is of capital importance not only for wage-earners themselves, but also for industrial communities desirous of developing their productive capacity,

And whereas this development is only attainable by constant and systematic endeavour to obviate all avoidable loss or diminution in the efficiency or earning capacity of wage earners,

And whereas a system of labour regulation, if true to the principle of social justice, must secure the effective protection of the workers against risks endangering their livelihood, or that of their families,

And whereas this protection can best be attained by means of the establishment of a system of social insurance granting clearly defined rights to the beneficiaries,

The General Conference of the International Labour Organization, having noted that

Several States have secured their working class population against occupational and non-occupational risks by establishing systems of social insurance covering almost all workers and their families, and that these systems

(1) give to insured persons the right, when the risks materialise, to claim benefits by way of payments in kind and in money, enabling them to resume their place in the productive life of the community, or failing this assuring them and their families, if not full compensation for the damage sustained, at least a reasonable minimum standard of life as understood in their time and country, or a basis on which to maintain such a standard ;

(2) usually derive their income from contributions paid by employers and workers and from grants out of public funds (except in the case of loss resulting from industrial accidents and occupational diseases, the responsibility for insurance against which as a rule rests entirely upon employers) ;

(3) establish through comprehensive mutual insurance institutions administered by the employers and workers directly interested, or by the State in collaboration with them, an organization designed to encourage thrift and to improve the conditions of life of the insured persons ;

And desiring not only to remove conditions which may constitute an obstacle to the efforts of Members who desire to expand and improve their system of social insurance, but also to profit by all the valuable experience obtained in various countries, and recalling the decisions taken at previous Sessions, especially those concerning unemployment, employment of women before and after childbirth and workmen's compensation for industrial accidents,

(1) requests the Governing Body of the International Labour Office to place the question of general sickness insurance for workers on the Agenda of an early Session of the Conference, if possible that of 1927, and on the Agenda of the same or succeeding Sessions (due regard being had to the close connection between the various branches of social insurance) the questions of invalidity, old age and widows' and orphans' insurance ;

(2) decides that the useful work already performed by the International Labour Office in collecting information with regard to social insurance should be continued, and should include the collection and distribution of information concerning :

(a) the progress of legislation and regulations regarding all branches of social insurance ;

(b) the results obtained in the various countries and for the various branches of social insurance, especially with regard to the classes and number of beneficiaries and insured persons, the nature and extent of the benefits granted, the funds required, and the manner of distributing financial responsibility amongst the different classes of contributors, the employment of reserves and the expenses incurred by insurance institutions on account of benefits and costs of administration.

The information furnished by the International Labour Office should give in detail as far as possible, for each country and for each risk :

(a) the classes and number of workers covered, i.e., whether independent workers, workers for salaries or wages and others, and also the occupations covered (distinguishing between compulsory and voluntary systems) ;

(b) similarly the classes and numbers not covered by the systems ;

(c) the benefits (i) nature, i.e., in kind or in cash, (ii) amount, (iii) duration, (iv) conditions attached ;

(d) how the cost is borne, (i) by the State or other public authority, (ii) by the employer, (iii) by the persons covered ;

(e) the total annual cost under heads (d)—(i), (ii) and (iii), with the proportion of the workers' and employers' contributions to the wages paid ;

(f) precise methods of administration centrally and locally ;

(g) the expenditure annually (i) on benefits, (ii) on administration and the numbers who received each kind of benefit, and the economic effects of the system as a whole in each country ;

(h) the use of social insurance reserves for the improvement of public health ;

(i) educational methods for the teaching and practice of social insurance.