

09609 / 2

INTERNATIONAL LABOUR OFFICE

INDUSTRY AND LABOUR

INDEXES

Volume XXI — January-June 1959



GENEVA

Printed by " LA TRIBUNE DE GENÈVE ", Geneva (Switzerland).

CONTENTS

SUBJECT INDEX

International Labour Organisation (page 4)

- Conferences, Committees, Meetings
- Other Activities
- Progress of International Labour Standards
- Relations with Member States and Other International Organisations
- Obituary
- Office Publications and Documents

International Organisations and Conferences (page 6)

- Intergovernmental Organisations
- Non-governmental Organisations

Social and Economic Policy (page 6)

- General
- Productivity

Industrial Relations (page 7)

- General
- Freedom of Association and Trade Union Rights
- Collaboration between Public Authorities and Employers' and Workers' Organisations
- Collective Bargaining
- Industrial Disputes and Conciliation and Arbitration

Manpower (page 8)

- Employment Situation
- Employment Organisation and Policy
- Vocational Guidance and Training
- Vocational Rehabilitation

Migration (page 9)

- International Instruments and Activities
- National Policy and Legislation
- Movements

Conditions of Work (page 10)

- General
- Contracts of Employment
- Hours of Work and Overtime
- Holidays with Pay.
- Wages and Salaries
- Safety, Health and Welfare in the Undertaking
- Employment of Women and Young Persons
- Discrimination

Social Security (page 11)

- General
- Sickness and Maternity
- Invalidity, Old Age and Survivors' Pensions
- Employment Injury
- Unemployment Benefit

Co-operation (page 12)

Living Conditions (page 12)

- Standards of Living and Leisure
- Housing

Workers' Education (page 13)

Employers' and Workers' Organisations (page 13)

- International Employers' Organisations
- National Employers' Organisations
- International Workers' Organisations
- National Workers' Organisations

ALPHABETICAL INDEXES

International Index (page 15)

Country Index (page 16)

Subject Index

INTERNATIONAL LABOUR ORGANISATION

Conferences, Committees, Meetings

International Labour Conference : Governing Body decisions on : action to be taken on the resolutions adopted by the 42nd Session of the Conference, p. 5 ; date, place and agenda of the 44th (1960) Session, p. 4 ; methods of working of the Conference, p. 284 ; financial and administrative questions, pp. 27, 296.

Regional and technical conferences : Convening of the African Regional Conference : Governing Body decision, p. 295.

Governing Body of the International Labour Organisation : 140th Session, p. 2 ; 141st Session, p. 280. Date and place of the next Sessions, pp. 27, 298.

Industrial Committees and similar bodies : General review of the membership of Industrial Committees : Governing Body decisions, pp. 12, 293. Sixth Session of the Textiles Committee : Governing Body decision, p. 11. Advisory Committee on Salaried Employees and Professional Workers : Governing Body decisions on Performers' Rights, pp. 12, 291. Experts on Teachers' Problems : Governing Body decision, p. 292. Tripartite Technical Meeting on the Timber Industry : Governing Body decision, p. 292 ; summary of proceedings, p. 360.

Other standing bodies : African Advisory Committee : agenda of the First Session, p. 295.

Other meetings : *Ad hoc* Committee on Statistics of Industrial Injuries : Governing Body decision, p. 13. Committee of Social Security Experts : Governing Body decision, p. 15 ; Second Session of the Committee, p. 299. I.L.O. Asian Regional Seminar on Co-operation, p. 121. I.L.O. Seminar on Workers' Education, p. 197. Joint Maritime Commission : meeting of the Tripartite Subcommittee on Seafarers' Welfare (Governing Body decision), p. 15. Meeting of delegates of the governments having participated in the drafting of the General Agreement on Economic Regulations for International Road Transport : Governing Body decision, p. 13. Meeting of Experts on an International Classification of Radiographs of the Pneumoconioses, p. 43. Technical Meeting concerning certain aspects of industrial relations inside undertakings : Governing Body decision, p. 14. Technical meeting on problems of productivity improvement in certain countries : Governing Body decision, p. 13. Tripartite Conference on the Draft European Social Charter, p. 237.

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

Programmes of meetings : pp. 28, 298. Report of the Committee to Review the Programme of I.L.O. Conferences and Meetings : Governing Body decision, p. 16.

Other Activities

General : Management development : Governing Body decision, p. 6.

Technical Assistance : Proposals submitted by the Director-General concerning I.L.O. activities in Africa, p. 10.

Progress of International Labour Standards

Ratification of Conventions : pp. 28, 45, 81 (erratum, p. 157), 122, 200, 303, 323, 372, 399, 439.

Denunciation of Conventions : p. 81.

Declarations concerning the application of Conventions to non-metropolitan territories : pp. 45, 123, 161, 201 (erratum, p. 396), 303, 323, 399.

Reporting on Conventions and Recommendations : Governing Body decisions, pp. 24, 293.

Relations with Member States and Other International Organisations

Guinea : admission, p. 121.

Asian Seminar on Workers' Education : p. 266. *I.L.O./Council of Europe* : Tripartite Conference on the Draft European Social Charter, pp. 237, 294. *I.L.O./F.A.O.* : Joint Technical Meetings, p. 294. *Intergovernmental Maritime Consultative Organisation*, p. 294. *International Atomic Energy Agency* : Governing Body decision on proposed agreement, p. 25. *Seminar on Activities for the Elderly*, p. 203. *United Nations Economic and Social Council* : Governing Body decision, p. 25. *W.H.O.* : Study Group on the Mental Health Aspects of Automation, p. 402.

Obituary

Shunzo Yoshisaka, Alexander Petrovitch Morozov, Simon Simonovitch, p. 25. J. Ernest Wilkins, p. 296.

Office Publications and Documents

Periodicals : International Labour Review, pp. 47, 123, 201, 304, 372, 439 ; Legislative Series, pp. 123, 201, 439 ; Occupational Safety and Health, pp. 124, 372.

Reports for the 43rd Session of the Conference : I : Report of the Director-General, Part I (Current Problems and Trends) and Part II (Activities of the I.L.O., 1958-59) p. 373 ; III : (Part I) Summary of Reports on ratified Conventions, p. 440 ; (Part II) Reports on unratified Conventions and Recommendations, p. 81 ; (Part IV) Report of the Committee of Experts on the Application of Conventions and Recommendations, p. 399 ; IV (2) : Organisation of Occupational Health Services in Places of Employment, p. 202 ; V (2) : Conditions of Work of Fishermen, p. 161 ; VI (2) : Protection of

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

Workers against Radiations, p. 124 ; VII ; Problems of Non-Manual Workers p. 47 ; VIII (2) : Collaboration between Public Authorities and Employers' and Workers' Organisations at the Industrial and National Levels, p. 124.

Studies and Reports : Trade Union Rights in the U.S.S.R., p. 242 ; Trade Union Rights in Hungary, p. 304.

Other Publications : Year Book of Labour Statistics, 1958, p. 29 ; International Standard Classification of Occupations, p. 48 ; Freedom of Association, a Workers' Education Manual, p. 242.

Revised Documents : technical assistance mission reports, pp. 125, 400 ; Reports for I.L.O. meetings, pp. 305, 376.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

Intergovernmental Organisations

European Economic Community : Regulations concerning social security for migrant workers, p. 183. *Intergovernmental Committee for European Migration* : Ninth Session of the Council, p. 175 ; activities in 1958, p. 334. *International Bank for Reconstruction and Development* : annual meeting of the Board of Governors, p. 54. *International Finance Corporation* : annual meeting of the Board of Governors, p. 54. *International Monetary Fund* : annual meeting of the Board of Governors, p. 54. *International Radio-Medical Centre* : report on activities for 1958, p. 164. *Organisation for European Economic Co-operation* : standards of employment service organisation, p. 126. *Seminar on Activities for the Elderly*, p. 203. *United Nations* : Special Fund for the Economic Development of Underdeveloped Countries, p. 51. High Commissioner for Refugees : Ninth (Special) Session of the Refugee Fund Executive Committee, p. 63. *World Health Organisation* : Study Group on the Mental Health Aspects of Automation, p. 402.

Non-Governmental Organisations

Conference of World Organisations Interested in the Handicapped : adoption of a Code of Principles, p. 323. *International Association for Crafts and the Teaching of Arts* : Fourth International Congress, p. 165. *International Congress on Adult Education*, p. 110. *International Federation of Agricultural Producers* : Tenth General Conference, p. 30. *Nordic Countries' "Contact Conference" on Supervisors' Problems*, p. 60. *World Assembly of Youth* : Young Workers' Charter, p. 82. *World Veterans' Federation* : International Conference on Legislation concerning Veterans and War Victims, p. 162.

SOCIAL AND ECONOMIC POLICY

(Articles to which three or more of the subheadings apply
are indexed under "General")

General

International : I.L.O./Council of Europe : Tripartite Conference on the Draft European Social Charter, p. 237. *United Nations* : Economic Commission for Latin America : free trade treaty in Central America, p. 325.

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-73 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

Belgium : reorganisation of labour administration, p. 204. *Cambodia* : development scheme for the lower Mekong River basin, p. 441. *Ceylon* : Paddy Lands Act, p. 56. *France* : economic and social council, p. 443. *Ghana* : establishment of a national research council, p. 127. *Iran* : establishment of a state housing department, p. 166. *Israel* : establishment of a national council for the welfare of the blind, p. 403. *Laos* : development scheme for the lower Mekong River basin, p. 441. *Libya* : new Labour Act, p. 128. *Pakistan* : land reform in West Pakistan, p. 445. *Peru* : new tasks for the Institute of Indian Studies, p. 404. *Portugal* : establishment of a National Industrial Research Institute, p. 326. *Somalia (Italian Trust Territory)* : Labour Code, p. 167. *Thailand* : development scheme for the lower Mekong River basin, p. 441. *Union of Soviet Socialist Republics* : First Seven-Year Plan, 1959-65, p. 84. Economic and social developments in 1958, p. 205. Act on reorganisation of education, p. 243. *United Kingdom (Non-Metropolitan Territories)* : economic and social development, p. 376. (erratum, p. 475). *Viet-Nam* : development scheme for the lower Mekong River basin, p. 441.

Productivity

International : Fourth Congress of the International Association for Crafts and the Teaching of Arts, p. 165.

INDUSTRIAL RELATIONS

(Articles to which three or more of the subheadings apply
are indexed under "General")

General

International : Tripartite Technical Meeting on the Timber Industry, p. 371.

Ghana : Industrial Relations Act, p. 383. *Japan* : establishment of a Labour Institute, p. 88. *Pakistan* : a revised labour policy, p. 327. *Poland* : workers' self-management of undertakings, p. 246.

Freedom of Association and Trade Union Rights

International : factual survey concerning freedom of association (Governing Body decisions), pp. 18 (erratum, p. 118), 294.

Libya : trade unions under the Labour Act, p. 130.

Collaboration between Public Authorities and Employers' and Workers' Organisations

Belgium : national joint agreement concerning the status and duties of works councils, p. 131. *France* : workers' co-participation in profits, p. 245. Permanent Joint Committee for the Textile Industry, p. 405. *Peru* : establishment of a permanent committee for the textile industry, p. 134; machinery for direct labour-management negotiations, p. 135.

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

Collective Bargaining

International : Nordic Countries' " Contact Conference " on Supervisors' Problems, p. 60.

France : collective agreement for the nationalised Renault works, p. 448. *Libya* : collective agreements under the Labour Act, p. 129. *Venezuela* : legislation on collective agreements at the level of the industry, p. 406.

Industrial Disputes and Conciliation and Arbitration

Libya : industrial disputes under the Labour Act, p. 130. *United Kingdom* : modifications in the machinery for the settlement of trades disputes, p. 385.

MANPOWER

(See also under " Migration ")

Employment Situation

International : action to be taken on a resolution considered by the Governing Body, p. 9.

Belgium : employment trends from January 1957 to July 1958, p. 90. *Denmark* : employment situation in 1958, p. 253. *Finland* : employment trends and unemployment in 1958, p. 209. *India* : a study of women's employment, p. 136. *Norway* : employment and unemployment in 1957 and early 1958, p. 172. *Poland* : employment situation in 1958, p. 256. *Sweden* : results of a survey on long-term unemployment, p. 332. *Union of Soviet Socialist Republics* : labour force in 1958, p. 206. *United Kingdom* : young persons entering employment in 1957, p. 141.

Employment Organisation and Policy

International : action to be taken on a resolution considered by the Governing Body, p. 9. Nordic Countries' " Contact Conference " on Supervisors' Problems, p. 60. Organisation for European Economic Co-operation : standards of employment service organisation, p. 126. Seminar on Activities for the Elderly, p. 203.

Australia : Employment in ports in 1957-58, p. 463. *Italy* : decision of the Supreme Court with regard to the compulsory employment of agricultural workers, p. 411. *Libya* : employment service under the Labour Act, p. 129. *United Kingdom* : the National Advisory Committee on Employment of Older Men and Women ceases its activities, p. 412. Women in part-time employment in British manufacturing industries, p. 452.

Vocational Guidance and Training

International : Nordic Countries' " Contact Conference " on Supervisors' Problems : recruitment and training of supervisors, p. 61. Fourth Congress of the International Association for Crafts and the Teaching of Arts, p. 165. International Apprentice Competition, p. 208. European competition for apprentice moulders and core-makers, p. 386.

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

France : reforms in the general and technical education systems, p. 329. *Germany (Democratic Republic)* : reorganisation of vocational training, p. 170. *Libya* : apprenticeship under the Labour Act, p. 129. *Norway* : vocational training of young persons, p. 255. *Peru* : vocational guidance and employment committee, p. 97. *Poland* : vocational training of young workers, p. 145. *Sweden* : a supervisors' training centre, p. 174. *Union of Soviet Socialist Republics* : vocational training under the National Economic Plan for 1958, p. 206. Act on the reorganisation of education, p. 244. *United Arab Republic* : management conference on supervisory training, p. 250. *United Kingdom (Federation of Nigeria)* : technical education and training, p. 452. *United States* : American Vocational Association : 52nd Annual Convention, p. 89.

Vocational Rehabilitation

International : Conference of World Organisations Interested in the Handicapped : Code of Principles, p. 323. International Society for the Welfare of Cripples : A Pan-Pacific Rehabilitation Conference, p. 410.

Norway : Act respecting disabled persons, p. 457. *Switzerland* : rehabilitation of the disabled, p. 139. *United Arab Republic (Syrian Region)* : rehabilitation of the blind, p. 174. *United Kingdom* : the work of industrial rehabilitation units, p. 305.

MIGRATION

International Instruments and Activities

International : United Nations High Commissioner for Refugees : Ninth (Special) Session of the Refugee Fund Executive Committee, p. 63 ; First Session of the Executive Committee of the High Commissioner's Programme, p. 413. Intergovernmental Committee for European Migration : Ninth Session of the Council, p. 175 ; activities in 1958, p. 334.

National Policy and Legislation

Argentina : rules for the establishment of aliens, p. 67 ; reorganisation of the National Immigrant Settlement Board, p. 67. *Venezuela* : immigration policy changes, p. 68.

Movements

Argentina : migratory movements in 1956 and 1957, p. 65 (erratum, p. 157). *Brazil* : immigration in 1957, p. 259. *Canada* : immigration in 1957 and 1958, p. 416. *Germany (Federal Republic)* : migration to and from in 1956 and 1957, p. 420. *Ireland* : migratory movements in 1957, p. 98. *Italy* : 1957, p. 213. *Lebanon* : emigration in 1956 and 1957, p. 459. *Netherlands* : 1958, p. 335. *Spain* : migratory movements between Spain and overseas countries in 1957, p. 100. *Switzerland* : emigration and immigration of Swiss nationals in 1956, 1957 and 1958, p. 460. *United Kingdom (Kenya)* : immigration in 1956 and 1957, p. 388. *Uruguay* : immigration in 1957, p. 388. *Venezuela* : migratory movements in 1957, p. 314.

CONDITIONS OF WORK

(Articles to which three or more of the subheadings apply are indexed under "General")

General

International : Governing Body decision on conditions of work and employment of nurses, p. 290. Conditions of work in the timber industry (Tripartite Technical Meeting), p. 370.

Australia : conditions in ports in 1957 and 1958, p. 462. *Bulgaria* : organisation of labour protection services, p. 102. *Canada* : conditions of work of forest workers in Quebec, p. 106. *Haiti* : new legislation, p. 143. *India* : First Meeting of the Industrial Committee on Jute, p. 221. *Italy* : Parliamentary Committee of inquiry into working conditions, p. 71. *Netherlands* : conditions of employment in ports (Vol. XX, No. 10, 15 Nov. 1958) ; erratum, p. 40. *Norway* : new legislation for agricultural workers, p. 465. *United Arab Republic (Egyptian Region)* : new regulations concerning work in mines and quarries, p. 69.

Contracts of Employment

Libya : individual contracts of employment under the Labour Act, p. 129.

Hours of Work and Overtime

Canada : conditions of work in the manufacturing industry in 1958, p. 180. *Germany (Federal Republic)* : introduction of a 40-hour week in the tobacco industry, p. 220. *Norway* : introduction of the 45-hour week, p. 223. *Poland* : hours of work of young workers, p. 145. *Switzerland* : rejection of proposal for a statutory 44-hour week, p. 146 ; reduction of hours of work in the federal railways and other government-run undertakings, p. 146. *Union of Soviet Socialist Republics* : reduction of hours of work in the engineering, petroleum and gas industries, p. 108 ; shorter working hours under the National Economic Plan for 1958, p. 206. *United Kingdom* : reduction in hours of work in 1958, p. 340. *United States* : hours of work, p. 426.

Holidays with Pay

Canada : recent federal and provincial legislation on holidays with pay, p. 105. Manufacturing industry in 1958, p. 180. *Switzerland* : statutory paid annual holidays in the Canton of Geneva, p. 147. *United Kingdom* : extra holidays with pay for long-service workers in the chemical industry, p. 316. *United States* : vacation pay and paid public holidays, p. 261.

Wages and Salaries

International : Nordic Countries' "Contact Conference" on Supervisors' Problems, p. 61.

Brazil : higher minimum wages, p. 220. *Chile* : wage policy in 1958, p. 181. *Libya* : wages under the Labour Act, p. 129. *Poland* : young workers, p. 146. *Spain* : length-of-service bonuses in the chemical industry, p. 182.

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

Safety, Health and Welfare in the Undertaking

International : classification of radiographs of the pneumoconioses (Governing Body decision), p. 287 ; International Occupational Safety and Health Information Centre (Governing Body discussion), p. 288. W.H.O. Study Group on the Mental Health Aspects of Automation, p. 402.

Libya : safety and health under the Labour Act, p. 130. *Union of Soviet Socialist Republics* : welfare and medical facilities under the National Economic Plan for 1958, p. 207.

Employment of Women and Young Persons

International : Young Workers' Charter adopted by the World Assembly of Youth : working conditions, p. 83. Governing Body discussion and decision on problems of women's work and conditions of work and employment of nurses, p. 290.

Finland : women and emergency relief work in 1958, p. 213. *Poland* : young workers, p. 144. *United Kingdom* : statistical information on young persons entering employment in 1957, p. 141.

Discrimination

Norway : report of an equal pay committee, p. 34.

SOCIAL SECURITY

(Articles to which three or more subheadings apply
are indexed under "General")

General

International : European Economic Community : regulations of the Council concerning migrant workers, p. 183. Governing Body decision on social security questions, p. 289. Committee of Social Security Experts : Second Session, p. 299.

Bulgaria : a system of temporary benefits payable on dismissal from employment, p. 344. *Ceylon* : establishment of an Employees' Provident Fund, p. 428. *Dominican Republic* : compulsory insurance scheme for civil servants, p. 345. *France* : recent changes in the French Social Security Code, p. 183. Ratification of social security conventions, p. 341. Modifications in the social security system, p. 346. *Nicaragua* : amendments to the Social Security Act, p. 466. *Spain* : extension of the social security scheme to state employees, p. 349 ; social security for workers in agriculture and stock raising, p. 349. *Tunisia* : changes in the family allowances scheme : establishment of a central social benefit fund, p. 316. *Turkey* : recent amendments to social insurance legislation, p. 469. *United States* : Welfare and Pension Plans Disclosure Act, p. 72.

Sickness and Maternity

Austria : modifications of the general social insurance scheme, p. 342. *Czechoslovakia* : convention concluded with the U.S.S.R. on co-operation

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

on health care, p. 148. *Israel* : a national health insurance plan, p. 347. *Union of Soviet Socialist Republics* : convention concluded with Czechoslovakia on co-operation for health care, p. 148.

Invalidity, Old-Age and Survivors' Pensions

Dominican Republic : compulsory survivors' and invalidity insurance scheme for civil servants, p. 345. *Philippines* : social security developments, p. 148. *Switzerland* : Invalidity Insurance Bill: adjustment of old-age and survivors' insurance, p. 150 (*erratum*, p. 320). *United States* : Welfare and Pension Plans Disclosure Act, p. 72.

Employment Injury

International : Tripartite Technical Meeting on the Timber Industry : resolution on accident prevention, p. 368.

Norway : Occupational Injuries Insurance Act, p. 467.

Unemployment Benefit

France : unemployment assistance scheme, p. 263. *United States* : unemployment benefits for ex-servicemen, p. 429 ; extension of the Temporary Unemployment Compensation Act, p. 431.

CO-OPERATION

International : International Federation of Agricultural Producers : Tenth General Conference, p. 30. I.L.O. Asian Regional Seminar on Co-operation, p. 121.

Czechoslovakia : progress in various branches of co-operation, p. 187. *France* : activities of the education and training section of the French agricultural co-operative centre, p. 223 ; an experiment in inter-co-operative relations, p. 224. (*French West Africa*) : Experiment in modernised rural communities, p. 350. *India* : development of industrial co-operatives, p. 224. *Israel* : seminar on co-operation, p. 109. *United States* : 21st Biennial Congress of the Co-operative League, p. 155.

LIVING CONDITIONS

Standards of Living and Leisure

International : Young Workers' Charter adopted by the World Assembly of Youth : questions of leisure, p. 83.

Union of Soviet Socialist Republics : raising of material and cultural levels under the First Seven-Year Plan, 1959-65, p. 87.

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

Housing

International : Tripartite Technical Meeting on the Timber Industry : logging camps, p. 369.

Union of Soviet Socialist Republics : housing situation in 1958, p. 207.

WORKERS' EDUCATION

International : International Congress on Adult Education, p. 110. Asian Seminar on Workers' Education, p. 266. Second Session of the African Workers' University, p. 351. African Labour College, p. 390. I.C.F.T.U.-O.R.I.T. seminar on trade union organisation and economic problems, p. 432.

Canada : Activities of the Canadian and Catholic Confederation of Labour, p. 226.

EMPLOYERS' AND WORKERS' ORGANISATIONS

International Employers' Organisations

International Chamber of Commerce : Seventh Session of the Commission on Asian and Far-Eastern Affairs and First Asian Businessmen's Conference, p. 112.

National Employers' Organisations

Canada : Manufacturers' Association : 87th Annual General Meeting, p. 113. *New Zealand* : Employers' Federation : 56th Annual General Meeting, p. 228.

International Workers' Organisations

General Union of Workers of Black Africa : Constituent Congress, p. 470. *International Confederation of Free Trade Unions* : Fourth Asian Regional Conference, p. 116 ; Inter-American Regional Organisation of Workers : Fourth Continental Congress, p. 189 ; First Asian Textile Workers' Conference, p. 353 ; African Labour College, p. 390 ; World Economic Conference of Free Trade Unions, p. 392. *International Federation of Christian Trade Unions* : 13th Congress, p. 268 ; Second Session of the African Workers' University, p. 351 ; regional activities : constitution of a Pan-African Union of Believing Workers, p. 433 ; Conference of African Confederations of Believing Workers : foundation of a new Congress, p. 435. *International Federation of Christian Trade Unions of Salaried Employees, Technicians, Supervisory Staffs and Commercial Representatives* : 12th Congress, p. 271. *International Federation of Christian Trade Unions of Transport Workers* : 11th Congress, p. 274. *International Federation of Christian Unions of Agricultural Workers* : General Meeting, p. 276. *International Federation of Christian Unions of Transport and General Workers* : 11th Congress,

Pages 1-40 : No. 1, 1 Jan. ; pp. 42-78 : No. 2, 15 Jan. ; pp. 80-118 : No. 3, 1 Feb. ; pp. 120-157 : No. 4, 15 Feb. ; pp. 160-194 : No. 5, 1 Mar. ; pp. 196-233 : No. 6, 15 Mar. ; pp. 236-277 : No. 7, 1 Apr. ; pp. 280-320 : No. 8, 15 Apr. ; pp. 322-357 : No. 9, 1 May ; pp. 360-396 : No. 10, 15 May ; pp. 398-436 : No. 11, 1 June ; pp. 438-475 : No. 12, 15 June.

p. 273. *International Federation of Textile Workers' Associations* : 21st Congress, p. 36. *International Graphical Federation* : Fourth Congress, p. 352. *International Transportworkers' Federation* : 25th Biennial Congress, p. 37. *Postal, Telegraph and Telephone International* : Second Inter-American Congress of Postal, Telegraph and Telephone Workers, p. 354. *Trade Unions International of Metal and Engineering Industries* : Third International Conference, p. 114.

National Workers' Organisations

Chile : National Confederation of Chilean Workers : Constituent Congress, p. 229. *Colombia* : Union of Colombian Workers : Seventh National Congress, p. 74 ; Confederation of Colombian Workers : 11th Congress, p. 231. *Costa Rica* : General Confederation of Workers : Third National Congress, p. 194. Eighth Congress of the Costa Rican Confederation of Workers " *Rerum Novarum* ", p. 318. *Japan* : Tenth Congress of the General Council of Trade Unions, p. 319. Fifth Annual Congress of the Trade Union Congress, p. 319. *Malaya (Federation of)* : Eighth Annual Conference of the Trades Union Congress, p. 473. *Peru* : Third National Congress of the Peruvian Workers' Confederation, p. 394. *Switzerland* : Association of Evangelical Trade Unions : 36th General Meeting, p. 233. *Uruguay* : Trade Union Confederation : Fourth Extraordinary Congress, p. 357.

Alphabetical Indexes

International Index

- Asian Seminar on Workers' Education, p. 266.
- Asian Textile Workers' Conference, p. 353.
- Conference of World Organisations Interested in the Handicapped: adoption of a Code of Principles, p. 323.
- European Competition for Apprentice Moulders and Core-Makers, p. 386.
- European Economic Community: regulations of the Council concerning social security for migrant workers, p. 183.
- General Union of Workers of Black Africa: Constituent Congress, p. 470.
- I.L.O.: see *Subject Index*: "Other Standing Bodies" and "Other Meetings".
- Intergovernmental Committee for European Migration: Ninth Session of the Council, p. 175; activities in 1958, p. 334.
- International Apprentice Competition, p. 208.
- International Association for Crafts and the Teaching of Arts: Fourth International Congress, p. 165.
- International Bank for Reconstruction and Development: annual meeting of the Board of Governors, p. 54.
- International Chamber of Commerce: Seventh Session of the Commission on Asian and Far-Eastern Affairs and First Asian Business-men's Conference, p. 112.
- International Confederation of Free Trade Unions: Fourth Asian Regional Conference, p. 116. Inter-American Regional Organisation of Workers: Fourth Continental Congress, p. 189. African Labour College, p. 390. A World Economic Conference of Free Trade Unions, p. 392. Seminar on Trade Union Organisation and Economic Problems, p. 432.
- International Congress on Adult Education, p. 110.
- International Federation of Agricultural Producers: Tenth General Conference, p. 30.
- International Federation of Christian Trade Unions: 13th Congress, p. 268. Second Session of the African Workers' University, p. 351. Regional activities: A Pan-African Union of Believing Workers, p. 433; Conference of African Confederations of Believing Workers: foundation of a new congress, p. 435.
- International Federation of Christian Trade Unions of Salaried Employees, Technicians, Supervisory Staffs and Commercial Representatives: 12th Congress, p. 271.
- International Federation of Christian Trade Unions of Transport Workers: 11th Congress, p. 274.
- International Federation of Christian Unions of Agricultural Workers: General Meeting, p. 276.
- International Federation of Christian Unions of Transport and General Workers: 11th Congress, p. 273.

- International Federation of Textile Workers' Associations : 21st Congress, p. 36.
- International Finance Corporation : annual meeting of the Board of Governors, p. 54.
- International Graphical Federation : Fourth Congress, p. 352.
- International Monetary Fund : annual meeting of the Board of Governors, p. 54.
- International Radio-Medical Centre : report on activities for 1958, p. 164.
- International Society for the Welfare of Cripples : Pan-Pacific Rehabilitation Conference, p. 410.
- International Transportworkers' Federation 25th : Biennial Congress, p. 37.
- Nordic Countries' "Contact Conference" on Supervisors' Problems, p. 60.
- Organisation for European Economic Co-operation : standards of Employment service organisation, p. 126.
- Postal, Telegraph and Telephone International : Second Inter-American Congress of Postal, Telegraph and Telephone Workers, p. 354.
- Seminar on Activities for the Elderly, p. 203.
- Trade Unions International of Metal and Engineering Industries : Third International Conference, p. 114.
- United Nations : Economic Commission for Latin America : free trade treaty in Central America, p. 325. High Commissioner for Refugees : Ninth (Special) Session of the Refugee Fund Executive Committee, p. 63 ; First Session of the Executive Committee of the High Commissioner's Programme, p. 413. Special Fund for the Economic Development of Underdeveloped Countries, p. 51.
- World Assembly of Youth : Young Workers' Charter, p. 82.
- World Health Organisation : study group on the mental health aspects of automation, p. 402.
- World Veterans' Federation : International Conference on legislation concerning veterans and war victims, p. 162.

COUNTRY INDEX

- ARGENTINA** : Migration to and from in 1956 and 1957, p. 65 (*erratum*, p. 157). Rules for the establishment of foreigners, p. 67. Reorganisation of the National Immigrant Settlement Board, p. 67.
- AUSTRALIA** : Ratification of Conventions, p. 439. Conditions in ports in 1957 and 1958, p. 462.
- AUSTRIA** : Modifications of the general social insurance scheme, p. 342.
- BELGIUM** : Employment trends from January 1957 to July 1958, p. 90. National joint agreement concerning the status and duties of works councils, p. 131. Reorganisation of labour administration, p. 204.

BRAZIL : Higher minimum wages, p. 220. Immigration in 1957, p. 259.

BULGARIA : Organisation of labour protection services, p. 102. A system of temporary benefits payable on dismissal from employment, p. 344.

CAMBODIA : Development scheme for the lower Mekong River basin, p. 441.

CANADA : Recent federal and provincial legislation on holidays with pay, p. 105. Conditions of work of forest workers in Quebec, p. 106. Manufacturers' Association : 87th Annual General Meeting, p. 113. Conditions of work in the manufacturing industry in 1958, p. 180. Workers' education : Activities of the Canadian and Catholic Confederation of Labour, p. 226. Immigration in 1957 and 1958, p. 416.

CEYLON : Ratification of Conventions, p. 439. Paddy Lands Act, p. 56. Establishment of an Employees' Provident Fund, p. 428.

CHILE : Wage policy in 1958, p. 181. National Confederation of Chilean Workers : Constituent Congress, p. 229.

CHINA : Ratification of a Convention, p. 303.

COLOMBIA : Union of Colombian Workers : Seventh Annual Congress, p. 74. Confederation of Colombian Workers : 11th Congress, p. 231.

COSTA RICA : Ratification of Conventions, p. 399. General Confederation of Workers : Third National Congress, p. 194. Eighth Congress of the Confederation of Costa Rican Workers "Rerum Novarum", p. 318.

CUBA : Ratification of a Convention, p. 45.

CZECHOSLOVAKIA : Convention with the U.S.S.R. on co-operation on health care, p. 148. Progress in various branches of co-operation, p. 187.

DENMARK : Nordic Countries' "Contact Conference" on Supervisors' Problems, p. 60. Employment situation in 1958, p. 254.

DOMINICAN REPUBLIC : Compulsory insurance scheme for civil servants, p. 345.

ECUADOR : Ratification of a Convention, p. 439.

FINLAND : Nordic Countries' "Contact Conference" on Supervisors' Problems, p. 60. Employment trends in 1958 and measures to counteract unemployment, p. 209.

FRANCE : Recent changes in the French Social Security Code, p. 183. Activities of the education and training section of the Agricultural Co-operative Centre, p. 223 ; an experiment in inter-co-operative relations, p. 224. Workers' co-participation in profits, p. 245. New unemployment assistance scheme, p. 263. Reforms in the general and technical education systems, p. 329. Ratification of social security conventions with Greece, Portugal and Spain, p. 341. Modifications in the social security system, p. 346. Permanent Joint Committee for the Textile Industry, p. 405. Economic and social council, p. 443. Collective agreement for the nationalised Renault works, p. 448.

French West Africa : Experiment-modernised rural communities, p. 350.

GERMANY (DEMOCRATIC REPUBLIC) : Reorganisation of vocational training, p. 170.

GERMANY (FEDERAL REPUBLIC) : Introduction of a 40-hour week in the tobacco industry, p. 220. Migratory movements in 1956 and 1957, p. 420.

- GHANA** : Ratification of Conventions, p. 29. Establishment of a National Research Council, p. 127. An Industrial Relations Act, p. 383.
- GREECE** : Ratification of a Convention, p. 372. Ratification of a bilateral social security convention with France, p. 341.
- GUINEA, REPUBLIC OF** : Admission, p. 121. Ratification of Conventions, pp. 122, 303.
- HAITI** : New legislation governing conditions of work, p. 143.
- INDIA** : Study of women's employment, p. 136. First meeting of the Industrial Committee on Jute, p. 221. Development of industrial co-operatives, p. 224.
- IRAN** : Ratification of Conventions, p. 323. Establishment of a state housing department, p. 166.
- IRELAND** : Migratory movements in 1957, p. 98.
- ISRAEL** : Ratification of Conventions, p. 81. Seminar on co-operation, p. 109. A national health insurance plan, p. 347. Establishment of a national council for the welfare of the blind, p. 403.
- ITALY** : Parliamentary committee of inquiry into working conditions, p. 71. Migratory movements in 1957, p. 213. Decision of the Supreme Court with regard to the compulsory employment of agricultural workers, p. 411.
- Somalia* : Labour Code, p. 167.
- JAPAN** : Establishment of a Labour Institute, p. 88. Tenth Congress of the General Council of Trade Unions, p. 319. Fifth Annual Congress of the Trade Union Congress, p. 319.
- LAOS** : Development scheme for the lower Mekong River basin, p. 441.
- LEBANON** : Emigration in 1956 and 1957, p. 459.
- LIBYA** : Labour Act, p. 128.
- LUXEMBOURG** : Ratification of a Convention, p. 29.
- MALAYA (FEDERATION OF)** : Eighth Annual Conference of the Trades Union Congress, p. 473.
- NETHERLANDS** : Ratification of a Convention, p. 200. Conditions of employment in ports (Vol. XX, No. 10, 15 Nov. 1958); *erratum*, p. 40. Migration in 1958, p. 335.
- Non-metropolitan territories* : application of Conventions, pp. 200, 399.
- NEW ZEALAND** : 56th Annual General Meeting of the Employers' Federation, p. 228.
- NICARAGUA** : Amendments to the Social Security Act, p. 466.
- NORWAY** : Report of an equal pay committee, p. 34. Nordic Countries' "Contact Conference" on Supervisors' Problems, p. 60. Employment and unemployment in 1957 and early 1958, p. 172. Introduction of the 45-hour week, p. 223. Vocational training of young persons, p. 255. An Act respecting disabled persons, p. 457. New legislation governing the conditions of employment of agricultural workers, p. 465. An Occupational Injuries Insurance Act, p. 467.
- PAKISTAN** : A revised labour policy, p. 327. Land reform legislation in West Pakistan, p. 445.
- PANAMA** : Ratification of Conventions, p. 200.
- PERU** : Appointment of a vocational guidance and employment committee, p. 97. Establishment of a permanent committee for the textile industry, p. 134; machinery for direct labour-management negotiations, p. 135. Third National Congress of the Peruvian Workers' Confederation, p. 394. New tasks for the Institute of Indian Studies, p. 404.

PHILIPPINES : Social security developments, p. 148.

POLAND : Conditions of employment of young workers, p. 144. Workers' self-management of undertakings, p. 246. Employment situation in 1958, p. 256.

PORTUGAL : Establishment of a national industrial research institute p. 326. Ratification of a bilateral social security convention with France, p. 341.

SPAIN : Migratory movement with overseas countries in 1957, p. 100. Length-of-service bonuses in the chemical industry, p. 182. Ratification of a social security convention with France, p. 341. Extension of the social security scheme to state employees, p. 349 ; social security for workers in agriculture and stock raising, p. 349.

SWEDEN : Nordic Countries' "Contact Conference" on Supervisors' Problems, p. 60. Inauguration of a supervisors' training centre, p. 174. Results of a survey on long-term unemployment, p. 332.

SWITZERLAND : Rehabilitation of the disabled, p. 139. Rejection of proposal for a statutory 44-hour week, p. 146. Reduction in hours of work in the federal railways and other government-run undertakings, p. 146 ; statutory paid annual holidays in the Canton of Geneva, p. 147. Adjustment of old-age and survivors' insurance, p. 150. (*erratum*, p. 320). Swiss Association of Evangelical Trade Unions : 36th General Meeting, p. 233. Emigration and immigration of Swiss nationals in 1956 and 1958.

THAILAND : Development scheme for the lower Mekong River basin, p. 441.

TUNISIA : Ratification of Conventions, p. 81. Changes in the family allowances scheme, establishment of a central social benefit fund, p. 316.

TURKEY : Recent amendments to social insurance legislation, p. 469.

UNION OF SOVIET SOCIALIST REPUBLICS : Economic planning : First Seven-Year Plan, 1959-65, p. 84. Reduction of hours of work, p. 108. Convention with Czechoslovakia on co-operation on health care, p. 148. Economic and social developments in 1958, p. 205. Action reorganisation of education, p. 243.

UNITED ARAB REPUBLIC : Ratification of Conventions, pp. 45, 81 (*erratum*, p. 157).

Egyptian Region : New regulations concerning work in mines and quarries, p. 69. Management Conference on supervisory training, p. 250.

Syrian Region : Rehabilitation of the blind, p. 174.

UNITED KINGDOM : Denunciation of a Convention, p. 81. Young persons entering employment in 1957, p. 141. The work of the industrial rehabilitation units, p. 305. Extra holidays with pay for long-service workers in the chemical industry, p. 316. Reduction in hours of work in 1958, p. 340. Modifications in the machinery for the settlement of trade disputes, p. 385. The National Advisory Committee on Employment of Older Men and Women ceases its activities, p. 412. Women in part-time employment in British manufacturing industries, p. 452.

Non-metropolitan territories : Application of Conventions, pp. 45, 123, 161, 201 (*erratum*, p. 396), 303, 323. Economic development, p. 376 (*erratum*, p. 475).

Kenya : Immigration in 1956 and 1957, p. 388.

Nigeria (Federation of) : Technical education and training, p. 452.

UNITED STATES : Welfare and Pension Plans Disclosure Act, p. 72. American Vocational Association : 52nd Annual Convention, p. 89. 21st Biennial Congress of the Co-operative League, p. 155. Vacation pay and public holidays, p. 261. Hours of work, p. 426. Unemployment benefits for ex-servicemen, p. 429; extension of the Temporary Unemployment Compensation Act, p. 431.

URUGUAY : Trade Union Confederation : Fourth Extraordinary Congress, p. 357. Immigration in 1957, p. 388.

VENEZUELA : Immigration policy changes, p. 68. Migration in 1957, p. 314. Legislation governing collective agreements at the level of the industry, p. 406.

VIET-NAM : Development scheme for the lower Mekong River basin, p. 441.

VOL. XXI, No. 1
1 JANUARY 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 79 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 1

1 JANUARY 1959

CONTENTS

International Labour Organisation		Page
The 140th Session of the Governing Body		2
Ratification of International Labour Conventions by <i>Ghana</i> and <i>Luxembourg</i>		28
Office Publications and Documents		29
 International Organisations and Conferences		
International Federation of Agricultural Producers : Tenth General Conference		30
 Conditions of Work		
Report of a <i>Norwegian</i> Equal Pay Committee		34
 Co-operation		
International Federation of Agricultural Producers : Tenth General Conference		36
 Employers' and Workers' Organisations		
International Federation of Textile Workers' Associations		36
International Transportworkers' Federation : Twenty-fifth Biennial Congress		37
<i>Erratum</i>		40

INTERNATIONAL LABOUR ORGANISATION

THE 140TH SESSION OF THE GOVERNING BODY

The 140th Session of the Governing Body of the International Labour Office was held in Geneva from Tuesday, 18 to Friday, 21 November 1958.

The Governing Body was composed as follows :

Chairman : Mr. J. A. BARBOZA-CARNEIRO (Brazil)

Government group :

Belgium	Mr. R. PETRE
Brazil	Mr. H. A. FARIA
Canada	Mr. G. V. HAYTHORNE
Chile	Mr. I. BENÍTEZ GALLARDO
China	Mr. Yŭ Tsune-chi
Czechoslovakia	Mr. E. ERBAN
France	Mr. H. HAUCK
Federal Republic of Germany	Mr. W. CLAUSSEN
India	Mr. S. T. MERANI
Iraq	Mr. O. AL-AANI
Italy	Mr. R. AGO
Japan	Mr. I. KAWASAKI
Mexico	Mr. E. BRAVO CARO
Pakistan	Mr. J. A. RAHIM
Peru	Mr. M. CISNEROS
Philippines	Mr. J. BOCOBO
Sweden	Mr. E. MICHANEK
Union of Soviet Socialist Republics	Mr. A. S. CHISTYAKOV
United Kingdom of Great Britain and Northern Ireland	Sir Guildhaume MYRDDIN-EVANS
United States of America	Mr. G. C. LODGE

Employers' group :

Mr. G. BERGENSTRÖM (Swedish)
Mr. L. C. BURNE (Australian)
Mr. P. CAMPANELLA (Italian)
Mr. J. DÍAZ SALAS (Chilean)
Mr. M. GHAYOUR (Iranian)
Mr. C. G. PARKER (United States)
Sir Richard SNEDDEN (United Kingdom)
Mr. N. H. TATA (Indian)
Mr. P. WALINE (French)
Mr. F. YLLANES RAMOS (Mexican)

Workers' group :

Mr. G. D. AMBEKAR (Indian)
Mr. R. BOTHEREAU (French)
Mr. R. FAUPL (United States)
Mr. A. E. MONK (Australian)
Mr. E. NIELSEN (Danish)
Mr. S. de A. PEQUENO (Brazilian)
Mr. W. RICHTER (Federal Republic of Germany)
Sir Alfred ROBERTS (United Kingdom)
Mr. A. SÁNCHEZ MADARIAGA (Mexican)
Mr. M. ben SEDDIK (Moroccan)

The following deputy members, or substitute deputy members, were present :

Government group :

Argentina	Mr. M. R. PICO
Australia	Mr. P. SHAW
Cuba	Mr. J. E. CAMEJO ARGUDÍN
Denmark	Mr. E. DREYER
Morocco	Mr. A. GUESSOUS
Portugal	Mr. A. RIBEIRO DA CUNHA
Switzerland	Mr. M. KAUFMANN
United Arab Republic	Mr. H. KAMEL
Uruguay	Mr. V. POMÉS

Employers' group :

Mr. A. MISHIRO (Japanese)
Mr. E. G. ERDMANN (Federal Republic of Germany)
Mr. A. PINILLA (Peruvian)
Mr. A. G. FENNEMA (Netherlands)
Mr. N. DÜNDAR (Turkish)
Mr. C. KUNTSCHEM (Swiss)
Mr. J. O'BRIEN (Irish)
Mr. AYE (Burmese)
Mr. C. A. ZUÑIGA (Honduran)
Mr. P. VAN LINT (Belgian)

Workers' group :

Mr. A. BECKER (Israeli)
Mr. N. DE BOCK (Belgian)
Mr. I. GONZÁLEZ TELLECHEA (Cuban)
Mr. Y. HARAGUCHI (Japanese)
Mr. A. KRIER (Luxembourg)
Mr. S. S. MARCOVECCHIO (Argentinian)
Mr. J. MÖRI (Swiss)
Mr. A. SABROSO MONTOYA (Peruvian)
Mr. S. SHITA (Libyan)
Mr. S. THONDAMAN (Ceylonese)

The following representatives of States Members of the Organisation were present as observers :

Bulgaria	Mr. T. D. STOYANOV
Colombia	Mr. V. JIMÉNEZ SUÁREZ
Iran	Mr. S. AZIMI
Tunisia	Mr. H. CHERIF
Venezuela	Mr. V. M. RIVAS

The following representatives of international governmental organisations were present :

United Nations	Mr. G. PALTHEY
World Health Organization	Mr. P. BERTRAND
Food and Agriculture Organisation	Mr. P. SINARD
General Agreement on Tariffs and Trade	Mr. J. ROYER
Intergovernmental Committee for European Migration	Mr. E. BETTINI
Organisation for European Economic Co-operation	Mr. R. CARD
European Economic Community	Mr. G. DE MUYNCK

The following representatives of international non-governmental organisations were present as observers :

International Confederation of Free Trade Unions	Mr. H. PATTEET
International Co-operative Alliance	Mr. M. BOSON
International Federation of Christian Trade Unions	Mr. G. EGGERMANN
International Organisation of Employers	Mr. G. EMERY
World Federation of Trade Unions	Mr. G. BOGNETTI

*Date, Place and Agenda of the 44th (1960) Session of the
International Labour Conference*

The 44th Session of the International Labour Conference will open in Geneva, on Wednesday, 1 June 1960.

At its request¹ the Governing Body had before it law and practice reports on the following subjects: workers' housing, vocational training, employment of young persons on underground work in mines of all kinds, equality of treatment of nationals and non-nationals as regards social security, and detailed proposals for a general discussion on the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities in countries in process of development. The Governing Body was further reminded that in a resolution adopted at the 42nd Session the International Labour Conference had invited it to place the question of reduction of hours of work on the agenda of an early session of the Conference, not later than 1960, with a view to the adoption of an international instrument.²

As usual, the choice proved to be a difficult one, particularly as all the above-mentioned problems are of considerable topical interest, as one speaker after another pointed out.

While several Government representatives, together with Mr. Waline on behalf of the Employers' group, made the point that it would be as well not to overburden the Conference and hence to select only two additional items for its 1960 agenda, the majority of speakers felt it would be advisable to have three. Very many members of the Governing Body stated their preferences and the reasons for them, often referring to the remarks they had made on the subject earlier, especially in the preliminary discussion at the 139th Session of the Governing Body.¹

As the Governing Body could not reach unanimity a series of votes were then taken in accordance with the provisions of article 18 of the Standing Orders. In this way it was decided to place on the agenda of the 44th Session of the Conference the following three new items: contribution of the I.L.O. to the raising of incomes and living conditions in rural communities in countries in process of development (decided unanimously); reduction of hours of work (adopted by 26 votes to 13, with no abstentions); and workers' housing (adopted by 19 votes to 16, with 2 abstentions). As a result of these decisions, and without prejudice to any decisions which the Conference in 1959 may take with regard to matters then on its agenda for first discussion, the agenda for the 44th (1960) Session of the Conference will be as follows:

- I. Report of the Director-General.
- II. Financial and budgetary questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Protection of workers against radiations.

¹ See *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, p. 82.

² *Ibid.*, Nos. 1-2, 1 and 15 July 1958, p. 76.

- V. Collaboration between public authorities and employers' and workers' organisations at the industrial and national levels.
- VI. Contribution of the I.L.O. to the raising of incomes and living conditions in rural communities in countries in process of development (for a general discussion).
- VII. Reduction of hours of work.
- VIII. Workers' housing.

*Action to Be Taken on the Resolutions Adopted by the 42nd Session of the
International Labour Conference*

The Governing Body generally endorsed the suggestions laid before it with regard to the action to be taken on the resolutions adopted by the International Labour Conference at its 42nd Session.¹ In particular, it took the following decisions:

The Director-General will communicate the resolution concerning publication of labour laws to the governments of member States, requesting them to bring to the attention of employers' and workers' organisations a passage in the resolution which urges such organisations to explain to their members the scope of laws, decrees and regulations affecting the workers. The Director-General will also communicate the resolution on industrial health and safety campaigns to governments, requesting them to bring it to the attention of employers' and workers' organisations and to forward their views on the manner in which the resolution can be implemented. The resolution will also be communicated to the World Health Organisation and the International Atomic Energy Agency.

The Director-General will similarly communicate the resolution concerning management development to governments, requesting them to bring it to the attention of appropriate organisations and institutions, and he will take the resolution into account in considering future I.L.O. activities and in putting forward, in due course, such proposals as he may consider appropriate in this connection.

The resolution concerning the expansion of international trade will also be sent to the governments of member States, to the United Nations, and to the Executive Secretary of the General Agreement on Tariffs and Trade. In connection with this resolution, Mr. Becker stressed that it was the workers who bore the brunt of trade boycotts in the long run, and that they should, therefore, unite to combat all such forms of economic aggression.

The Governing Body took note of the resolution concerning labour-management relations and authorised the Director-General to communicate it to governments, requesting them to bring it to the notice of employers' and workers' organisations, and drawing their particular attention to certain passages concerning technical assistance programme planning. A background note on this resolution informed the Governing Body of the existing or projected action of the I.L.O. in the field of labour-management relations. Replying to a question from Mr. Lodge, the Director-General gave an assurance that all the points covered in the resolution were being specifically dealt with by the Office and that the Governing Body would be kept fully informed of any developments. Answering a comment by Mr. Waline, the Director-General affirmed that the Office in no way desired to develop in its reports and publications a doctrine of labour-management relations, and would confine itself to describing factual situations. The representatives of the U.S.S.R. and Czechoslovak Governments abstained in the vote on the proposals relating to this resolution.

¹ For the texts of these resolutions (in the order in which they are mentioned here) see *ibid.*, Nos. 1-2, 1 and 15 July 1958, pp. 41, 48, 57, 64, 65, 36. For the decisions taken on certain resolutions at the 139th Session of the Governing Body, see *ibid.*, No. 3, 1 Aug. 1958, p. 85.

The resolution concerning increased technical assistance for the integration of indigenous populations will be communicated—(a) to the governments of member States; (b) to the United Nations with a request to the Secretary-General to bring it to the attention of the various organs administering funds for technical assistance and economic aid to underdeveloped countries; and (c) to the Food and Agriculture Organisation, the United Nations Educational, Scientific and Cultural Organisation, the International Bank for Reconstruction and Development, the International Monetary Fund, and the World Health Organisation.

The Governing Body was informed that the resolution concerning the setting up of a special committee on conditions of work of fishermen had been submitted, initially, to the Committee to Review the Programme of I.L.O. Conferences and Meetings. It took note of the fact that the Director-General would submit to it, from time to time, as circumstances allow, appropriate further proposals for the implementation of the resolution concerning occupational diseases. In addition, at the suggestion of Mr. Haythorne, this resolution, which mentions the problem of ionising radiations, will be communicated to the International Atomic Energy Agency.

Two other resolutions, one concerning underemployment in agriculture and the influence of agrarian reform on the improvement of the social conditions of agricultural workers, and the other concerning the placing on the agenda of an early session of the Conference of the question of the reduction of hours of work, were considered by the Governing Body in conjunction with its debate on the agenda for the 44th Session of the Conference.

Management Development

The Governing Body had before it proposals relating to an I.L.O. management development programme, in pursuance of the relevant resolution adopted by the Conference at its 42nd Session.¹

After outlining the problem the proposals stated that if the I.L.O. was to fulfil its mission it would have to select its activities carefully and concentrate its resources on chosen areas within this large field—areas in which it is, or can become, equipped to make a worthwhile contribution. The proposals also reviewed the activities already in hand in various less developed countries or regions under the Expanded Programme of Technical Assistance (e.g. productivity missions, demonstration projects, fellowships and study tours), together with the supporting activities (e.g. research, documentation and publications), which are carried on at the I.L.O. headquarters. Mention was also made of the desirability of convening, from time to time, seminars or conferences either at the regional level or, at a later date, as part of the activities of the projected institute of higher social studies to which the Director-General made allusion at the 42nd Session of the Conference. The Director-General informed the Governing Body that he proposed to appoint, on a temporary basis, a management consultant to advise him on this question.

The proposals also reminded the Governing Body that the 1959 budget included provision for a technical meeting on problems of productivity improvement in underdeveloped countries and for a technical meeting on certain aspects of labour-management relations in the undertaking.² The Governing Body evinced a lively interest in this question.

Mr. Bothereau mentioned how important human relations between executives and subordinates were at all levels in setting the tone of an undertaking.

Mr. Parker and Mr. Waline laid great store by the subject, one of the most important aspects of the activities of management and the employers'

¹ See *Industry and Labour*, Vol. XX, Nos 1-2, 1 and 15 July 1958, p. 48.

² See below, p. 14.

associations in their respective countries. Both, however, voiced their concern lest the Office should not only overstep the limits of its proper sphere but also exceed its possibilities and duplicate what was being done elsewhere. Mr. Waline nevertheless thought that the I.L.O. had a right to interest itself in a problem which in many respects was, as Mr. Bothereau had said, a human problem, the more so because other Employer members from countries where there was less experience to hand in this field were desirous that this new type of technical assistance should be made available to them by the I.L.O.

This was also the view taken by Mr. Tata, who nevertheless reminded his hearers that even in the industrially less developed countries a start had already been made either by the government or by industry in organising management development. The I.L.O. should take these activities into account when elaborating its own programme. For the rest Mr. Tata considered that close co-operation between employers and workers and the Director-General would ensure the success of this new programme.

Sir Guildhaume Myrddin-Evans also welcomed the initiative which had been taken by the Director-General. The I.L.O., of course, had a good deal of experience in various parts of the general field which might be included under the title of "management development", but what was now needed, within the limits of the resources and powers of the Organisation, was a fully co-ordinated programme, particularly one adapted to the needs of the countries in the process of economic development. After touching on the need to avoid overlapping through full co-operation with the other organisations interested in certain aspects of that field, Sir Guildhaume evoked the possibility of attracting support for this programme from the new special fund for technical assistance.

Mr. Merani emphasised the importance, and indeed the urgency, of the programme outlined by the Director-General for the countries that were in process of industrialisation, a fact that was true of small-scale as well as larger industries. Success in the work in hand was conditional upon the active support of the Employers, to whom the speaker made an urgent appeal for co-operation.

Mr. Lodge was happy to say that at the 42nd Session of the Conference his Government had been among the first to support the resolution on the subject put down by the Government of India. Undoubtedly the I.L.O. should confine itself to matters which lay within its jurisdiction, but the document submitted by the Director-General gave advance assurances in this respect.

The Workers' group also welcomed the Director-General's proposals, Sir Alfred Roberts stated. Those proposals were of primary concern to countries in the process of development, where often industries were set up and run by people who possessed the necessary technical knowledge but not the over-all skill in man management and experience needed for a successful enterprise. As the Director-General had stated, it was necessary to inculcate an "attitude of mind" in those concerned and make them conscious of their responsibilities to the community and to the workpeople of the undertaking concerned; and to make management recognise the need for decent conditions for workers and the necessity for acknowledging the concepts of human dignity.

Mr. Yü remarked that China had learnt in the last 40 centuries that the best way of achieving human progress was through correct human relationships. The five categories of such relationships had been distinguished—those between governing and governed, between father and son, between husband and wife, between elder brother and younger brother, and between friends. Relations between employers and employees should be based on this latter relationship of friendship and mutual respect.

Mr. Haythorne also commended the Director-General's treatment of the problem. He too pointed to the need for all concerned to pull together and to co-operate closely with other international institutions.

The German employers, according to Mr. Erdmann, attached considerable importance to the training of management and the employers themselves were the prime movers in this field. Like Mr. Waline he stressed that the action programme undertaken by the International Labour Organisation in that field should rely on the support of those who were the intended beneficiaries. Mr. Ghayour said he had supported the resolution at the Conference on account of its importance to a number of countries. While he to some extent shared Mr. Waline's apprehension he thought that there was useful work to do, possibly by setting up pilot plants under the management of foreign technicians which could be used as demonstration establishments for fellows and trainees.

Replying to this wide-ranging discussion the Director-General expressed his appreciation to members of the Governing Body for their most helpful reaction and the valuable advice they had given, which he would not fail to take into account.

Manpower and Employment

The discussion of the Manpower and Employment Committee's report to the Governing Body afforded many speakers an opportunity to outline general ideas on these topics and put forward various comments concerning the report on the world employment situation, which had been submitted in its preliminary form to the Governing Body at its 109th Session and also made available to delegates to the 42nd Session of the Conference; a revised version of this report had been prepared for the 140th Session of the Governing Body.

In an oral report Mr. Sautin contributed additional information on the employment situation and on the development of the national economy in the Soviet Union generally, where, he asserted, unemployment did not exist. He went on to criticise certain of the findings in the report and contended that the latter should propose ways of eradicating unemployment where such existed, possibly by means of the intensification of international, and particularly East-West, trade. For his part Mr. Erban gave an account of the employment situation in Czechoslovakia and for reasons analogous to those adduced by Mr. Sautin was unable to give his approval to the report. In contrast Mr. Lodge held the report to be worth while, objective and valuable. It had already prompted the United States delegation in ECOSOC to join with others in reaffirming the competence of the International Labour Organisation to deal with employment and unemployment questions. He wished, however, to point out a reference in the Manpower and Employment Committee's report to the international repercussions of the downturn in the United States which did not appear to be altogether justified.

Mr. Monk regretted the somewhat complacent attitude on the part of some governments, which did not worry as long as their unemployment statistics did not exceed 4 per cent. Again, the private sector of the economy was not always investing sufficient capital in its own sector to employ industrial workers fully, and he mentioned the difficulties that had been encountered by primary producing countries on account of the import restrictions imposed by other countries. He did not suggest that any international programme that could be adopted would be a panacea for all the evils of unemployment throughout the world, but it was up to the I.L.O. to deal with the problem and continue its investigations in that field along the lines set forth in the report and in the light of the principles laid down in the Declaration of Philadelphia.

Mr. Yllanes Ramos stressed the role of private investment and private enterprise which, he felt, had been rather played down in the report.

Without going into the question whether this situation was or was not a repercussion of the downturn in the United States, Sir Alfred Roberts drew attention to the serious rise in unemployment in a number of European countries despite their pledges at the international as well as the national

level to secure and maintain full employment. The insensitive weapons that had been used to fight inflation in many of those countries had frequently brought about unemployment and thus created a vicious circle. The Office survey was an extremely valuable one, but it was not enough in itself and some kind of action was called for from governments. Mr. Faupl associated himself with these remarks and recalled that, although the situation had improved in some areas, the statistics still showed some 3,800,000 workers unemployed in the United States.

Mr. Pomés expressed misgivings regarding the safeguards demanded by the owners of foreign capital before they decided to invest abroad. Such guarantees were often such as to infringe national sovereignty. Mr. Guessous endorsed these remarks and shared these misgivings. Mr. Rahim also spoke of the reticence and the demands of foreign capital. Mr. Camejo Argudín recalled that the financial and economic policy of his country (Cuba) was such as to inspire the complete confidence of investors.

Mr. Merani, who had been chairman of the Manpower and Employment Committee, drew the Governing Body's attention to a suggestion put forward in the Committee to the effect that the I.L.O. should make an *ad hoc* study of the methods used by countries having surplus labour resources to absorb their excess manpower.

Mr. Becker stressed the importance of measures to prevent unemployment. Mr. Michanek had been happy to note in the survey of the world employment situation that various methods used in Sweden to combat unemployment without fostering inflation were used more or less successfully in other countries also. The report had also served as an inspiration for the Swedish Government in some respects.

At the close of the debate the Governing Body approved the Committee's recommendations and reaffirmed its continuing interest in the employment situation, both in countries that are highly developed and in those that are industrially less advanced; it requested the Director-General to continue his studies of trends in employment and unemployment and of the factors determining these trends, with a view to providing the Governing Body with reports on the economic situation from time to time, as significant developments occurred, in the sphere of employment.

In connection with its discussion of manpower and unemployment problems the Governing Body went on to consider the action to be taken on two resolutions on the subject adopted by the Conference at its 42nd Session.

With regard to the first of these texts, the resolution concerning manpower aspects of economic development¹, the Governing Body, after taking note of the resolution, invited the Director-General to continue to give prominence to those aspects of the work of the Office that were concerned with the manpower problems arising out of economic development, having regard to the over-all programme of the International Labour Organisation and the resources available.

The second resolution concerned the measures to promote employment and action against unemployment.² The Governing Body had authorised the Director-General at its 139th Session to communicate this resolution to the United Nations so that it could be brought to the attention of the Economic and Social Council at its summer session.³ The Economic and Social Council had in turn adopted a resolution (to which a reference was made by Mr. Lodge in the discussion reported above) in which it endorses the recommendations which the International Labour Conference had made to member States and to employers' and workers' organisations. The general recommendations put forward by the Manpower and Employment Committee regarding the research to be undertaken by the Office answered some of the requirements expressed in the resolution adopted by the Conference

¹ See *Industry and Labour*, Vol. XX, Nos. 1-2, 1 and 15 July 1958, p. 43.

² *Ibid.*, p. 50.

³ *Ibid.*, No. 3, 1 Aug. 1958, p. 85.

at its 42nd Session. In order to comply with the other points in the operative part of the resolution, the Governing Body authorised the Director-General to communicate the text thereof—(a) to the governments of States Members requesting them to bring it to the attention of the employers' and workers' organisations, and (b) to the specialised agencies concerned.

Technical Assistance

The Governing Body took note of the report of the Technical Assistance Committee, which did not call for any decision on its part. However, several members and in particular Mr. Pinilla (speaking for the Latin-American employers) and Mr. Bocobo congratulated the Office for its work on the Andean Indian Programme.

I.L.O. Activities in Africa

The Governing Body had before it proposals submitted by the Director-General at its request concerning methods for associating the North African countries more closely with the work of the Organisation. These proposals, based on the discussion which had taken place at the 138th Session of the Governing Body¹ and also on the discussion of a resolution concerning the calling of an African Regional Conference, at the 42nd Session of the International Labour Conference², were as follows:

(a) preparation of a comprehensive survey of labour problems in North Africa, to supplement the recently published *African Labour Survey*, which covers countries and territories south of the Sahara;

(b) provision for the further development of technical assistance to North Africa to be made in the 1960 budget estimates; and

(c) provision to be made in the 1960 budget estimates for a small meeting of experts which would be entrusted with the final revision of the proposed North African Labour Survey and would be made up of experts from government, employers' and workers' circles particularly familiar with the problems of North Africa.

The proposed arrangements would make it possible to convene the African Regional Conference in 1961 on the basis of the thorough preparation needed to ensure its success. The Director-General pointed out that the African Advisory Committee, which is to meet in 1959, and the meeting of experts for North Africa contemplated for April 1960 would have an opportunity to express their views concerning the general arrangements for the proposed African Regional Conference, including its composition and agenda, before the Governing Body itself reached any final decision in the matter.

The Governing Body as a whole welcomed the Director-General's proposals.

However, Sir Alfred Roberts, speaking for the Workers' group, while recognising the value and the soundness of the steps contemplated by the Director-General, insisted that the African Regional Conference should be held in 1960 and that the preparatory work should be timed accordingly; this should not, he thought, raise any difficulty. No doubt the calling of an African Regional Conference would not in itself solve the problems of Africa, but it would constitute a first step towards such a solution and above all would show the African peoples that the Organisation was interested in their fate and was trying to help them just as it was trying to help the peoples of other continents. The speaker hoped that the Director-General would make provision for an African Regional Conference in his

¹ *Industry and Labour*, Vol. IX, No. 8, 15 Apr. 1958, p. 299.

² *Ibid.*, Vol. XX, Nos. 1-2, 1 and 15 July 1958, pp. 57 and 63.

1960 budget estimates which would be submitted to the Governing Body in March 1959.

Several Government members, and in particular Mr. Merani, Mr. Kamel, Mr. Chistyakov and Mr. Guessous, warmly supported Sir Alfred's statement. Mr. Kamel was disappointed at the Director-General's proposals. The African Advisory Committee with its present composition could not, he felt, reflect the aspirations of the peoples of North Africa. Moreover, the proposed meeting of experts on the problems of this region would have a very limited mandate. Mr. Guessous reminded the Governing Body that his Government was in favour of an enlargement of the African Advisory Committee so as to enable it to devote its attention to the entire Continent. Mr. ben Seddik pointed out that the organic structure and competence of the African Advisory Committee had not been fixed once and for all. The Director-General, in reply to these observations, confirmed that it was for the Governing Body to take the final decision with regard not only to the African Advisory Committee but to the over-all apparatus for carrying out the Organisation's African regional activities.

Mr. Bocobo said that the Government of the Philippines wholeheartedly supported the contemplated measures in preparation for the proposed African Regional Conference as well as the Director-General's other proposals. He hoped that not only the experts who would be sent to Africa but also the entire staff of technical assistance missions in the future would be familiar with the history, customs and institutions of the peoples whom they were called upon to assist. He also suggested that the African Regional Conference should consider, among other things, the contribution which African indigenous culture can make to modern civilisation.

Mr. Yllanes Ramos urged caution and the avoidance of undue haste, so as to ensure thorough preparation of the Organisation's future activities in Africa, having due regard to the actual needs of the region, which varied greatly from one country or territory to another.

Speaking for the United Kingdom Government, Sir Guildhaume Myrddin-Evans fully supported the Director-General's proposals. The Governing Body, he felt, should not attempt to decide the date of the first African Regional Conference before having received the views of the African Advisory Committee, which is to meet in 1959, and of the meeting of experts which will be entrusted with the final revision of the proposed North African Labour Survey.

Mr. Hauck, on behalf of the French Government, expressed satisfaction at the progress of the Organisation's work in Africa, the proposals for future action submitted by the Director-General and the broad measure of agreement within the Governing Body concerning the gist of these proposals. Only the date of the African Regional Conference remained in dispute, and even here the difference of opinion concerned only an insignificant matter of a few days or weeks.

After an exchange of views between Sir Guildhaume Myrddin-Evans and Sir Alfred Roberts concerning the respective competence of the Financial and Administrative Committee and of the Governing Body, the latter, in accordance with a suggestion by Mr. Hauck, asked the Director-General to include provisions in his 1960 budget estimates for two possibilities: that the Governing Body would decide to convene an African Regional Conference in 1960, and that it would not so decide.

Subject to the observations mentioned above, and to this additional decision, the Governing Body accepted the Director-General's suggestions regarding the future work of the I.L.O. in Africa.

Industrial Committees

Sixth Session of the Textiles Committee.

The Governing Body authorised the Director-General to communicate to governments the resolutions, conclusions and reports adopted by the

Textiles Committee at its Sixth Session¹, requesting them to transmit these documents to the employers' and workers' organisations concerned. The Director-General will particularly draw the attention of governments to the Memorandum (No. 42) concerning working conditions in the textile industry, the Resolution (No. 43) concerning the effects of technical developments in the textile industry, and the reports of the subcommittees which prepared these conclusions; in so doing he will advise the governments that the Governing Body did not express any opinion on the content of the texts in question. Moreover, the Director-General will take such measures as he deems appropriate to give effect to the proposals contained in several of these texts, and in particular Memorandum No. 42 and Resolution No. 46.

General Review of the Membership of Industrial Committees.

The Governing Body deferred consideration of the proposals for a general review of the membership of Industrial and similar Committees until its next session; it authorised the Director-General, in the meantime, to collect such statistical and other information as might assist the Governing Body in making this review.

The Government representative of the U.S.S.R., Mr. Sautin, expressed regret that this question should be postponed once again. He considered that, in view of the preliminary work already done, the review itself should be carried out in March at the 141st Session of the Governing Body. He was supported by Mr. Erban who considered that the Industrial Committees should "encompass the experience both of the developed and of the developing countries".

Performers' Rights.

The Governing Body had before it a note from the Committee on Industrial Committees setting out the present position in this complex matter, which, briefly summarised, was the following: The executive heads of the three organisations concerned, i.e. U.N.E.S.C.O., the Berne Union and the I.L.O. had met in Geneva at the I.L.O. headquarters on 9 July 1958, on the invitation of the Director-General, to examine and consider future methods and procedure. They had mainly discussed the possibility of reaching agreement on the joint preparation of a single instrument for submission to a diplomatic conference and on the composition of a new committee of experts. After discussion the three Directors had agreed that the questions of the composition of the committee of experts and of the status of organisations representing the parties concerned were closely affected by differences in the structure of the three intergovernmental organisations and that a solution should be found which would take account of such differences, while presenting to governments a common plan of action likely to lead to co-ordinated results. They therefore suggested that two special international instruments should be prepared, one by U.N.E.S.C.O. and the Berne Union, based on copyright considerations, and the other by the I.L.O., based on economic and social considerations related to the proposed protection of performers, record manufacturers and broadcasting organisations. The Committee on Industrial Committees was invited to examine this agreement as well as the tentative delimitation of the fields to be covered by the two proposed instruments.

However, the Employer members of the Committee on Industrial Committees pointed out that they had received the documents too late and that there had been no opportunity to examine them properly and to proceed with the necessary consultations. Request for postponement of the question to the March session of the Governing Body had been put to the vote and adopted by 36 votes to 30, with 3 abstentions.

¹ *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, p. 97.

In the Governing Body Mr. Wallin suggested that in these circumstances the Director-General should be invited to write to the organisations concerned and to request them to wait for the final decision of the Governing Body before taking any further action. This proposal, which was favourably received by the Director-General and supported by Sir Alfred Roberts, was adopted by the Governing Body, together with the recommendation for adjournment to its 141st Session made by the Committee on Industrial Committees.

Definition of Chemical Industries.

The Governing Body referred to the Chemical Industries Committee a proposal to amend the definition of the said industries.

Establishment of a Model Individual Control Book for Drivers and Assistants in Road Transport.

The Governing Body authorised the Director-General—(a) to convene early in 1959 a five-day meeting of delegates of the governments having participated in the drafting of the General Agreement on Economic Regulations for International Road Transport with a view to preparing a model individual control book for drivers and assistants in road transport; and (b) to invite certain employers' and workers' organisations concerned to send representatives to this meeting at their own expense.

Other Questions.

Finally, the Governing Body took note of a number of communications from various international trade union organisations concerning the following matters: follow-up of the work of the I.L.O. concerning mines other than coal mines; hours of work in coal mines; convening of special meetings for the catering and hotel industry; activities of the I.L.O. Inland Transport Committee; and trade union liberty and negotiating rights for civil servants and public employees.

Composition and Agenda of Various Meetings

Meeting of an Ad Hoc Committee on Statistics of Industrial Injuries.

In accordance with the recommendations of the Ninth International Conference of Labour Statisticians¹, and having regard to the interest expressed in the quarters concerned, proposals had been submitted to the Governing Body for the agenda and composition of a Meeting of Experts on Statistics of Industrial Injuries, for which provision is made in the 1959 budget.

In reply to a question put by Sir Alfred Roberts, the Director-General indicated that the statistics in question related to industrial injuries and not to occupational diseases; this did not mean, however, that the I.L.O. was neglecting the study of occupational disease statistics.

The Governing Body authorised the convening in Geneva, in 1959, of an eight-day Meeting of Experts on Industrial Injury Statistics. The meeting would consist of nine experts and would have the following terms of reference: to advise and assist the International Labour Office in the examination of the various problems in the collection, tabulation and classification of statistics of industrial injuries.

Technical Meeting on Problems of Productivity Improvement in Certain Countries.

The Governing Body approved the holding in Bangalore, in February-March 1959, of a technical meeting on problems of productivity improve-

¹ See *Industry and Labour*, Vol. XVIII, No. 5, 1 Sep. 1957, p. 172.

ment in certain countries, for which provision has been made in the 1959 budget. The agenda of the meeting will be the following :

1. Problems encountered in the preparation and organisation of national programmes to raise productivity, with special reference to the needs of (a) management, and (b) workers.

2. The contribution of international technical assistance to the solution of problems discussed under point 1.

The participants have been invited to attend in their individual capacity, as persons having knowledge and experience of the problems to be discussed. They have been chosen from the following countries and circles : directors of national productivity centres or persons charged with similar responsibilities : India, Indonesia and Japan ; employers or managers : India and Iran ; and trade union leaders : Israel and the Federation of Malaya. The United Nations has been invited to send a representative to the meeting.

Mr. ben Seddik reserved the right to ask for the convening of a special meeting to study productivity improvement in the developing countries of Africa. Mr. Pequeno made a similar reservation concerning the countries of Latin America. The Director-General gave the assurance that these same problems would be studied in due course with respect to other regions.

Technical Meeting concerning Certain Aspects of Industrial Relations Inside Undertakings.

In keeping with the recommendations of the Meeting of Experts on Industrial and Human Relations (Geneva, July 1956) on future I.L.O. work in the labour-management relations field, as approved in principle by the Governing Body at its 134th Session (Geneva, March 1957)¹, the Governing Body had before it proposals for a technical meeting on certain aspects of industrial relations in undertakings, for which provision has been made in the 1959 budget. The proposed agenda of the meeting was as follows :

1. Position and responsibilities of the personnel department within the undertaking.

2. Status and duties of workers' representatives.

3. Works rules.

4. Dismissal procedures.

Mr. Waline pointed out that these four questions were precisely those which had given rise to the most extensive discussions in the Meeting of Experts—understandably enough, in view of the variety of methods and systems applied in the different countries. It was therefore indispensable to provide the meeting with thorough background material so as to permit of an objective study and to avoid the formulation of an " I.L.O. doctrine " in the matter. Sir Alfred Roberts also stressed the need for careful preparation. He pointed out that for the second agenda item it would be desirable to call on representatives from the same industry. While supporting this observation, Mr. Bothereau pointed out that for the other questions it would be desirable to have the benefit of the views of participants representing different industries. In reply to these various observations the Director-General and the Deputy Director-General (Mr. Rens) gave the Governing Body the necessary assurances.

As regards the composition of the meeting it was suggested that it should be made up of an equal number of employers' and workers' representatives from the following nine countries : United Arab Republic, Argentina, United States, France, Federal Republic of Germany, India, Japan,

¹ *Industry and Labour*, Vol. XVII, No. 8, 15 Apr. 1957, p. 302.

United Kingdom and U.S.S.R. Should it not be possible to secure the services of qualified experts from one or more of the above countries in time for the meeting, experts from the following countries would be invited, having due regard to the principle of geographical representation : Belgium, Brazil, Norway, Pakistan, Poland and Turkey.

The meeting will be held in Geneva during the latter half of 1959 and will last ten days.

Meeting of the Committee of Social Security Experts.

The Governing Body had before it a note reminding it of the decisions which it had taken at its 137th Session in regard to the forthcoming meeting of the Committee of Social Security Experts and its terms of reference.¹

The Director-General now proposed to the Governing Body that the meeting should consist of 15 government experts and two of the members of the Committee appointed by the Director-General after consultation with the Employers' and Workers' groups respectively. However, in view of the Governing Body's decision not to send a tripartite delegation to the meeting, the resulting reduction in expenses would make it possible to increase the number of participants in the last-named category. Two experts nominated by the International Social Security Association and two others nominated by the Inter-American Committee on Social Security will also be invited to attend, the expenses being borne by their respective organisations.

The Governing Body also took the following decisions in respect of this meeting :

The experts will meet in Geneva for two weeks early in 1959.

The agenda of the meeting will be as follows :

1. Possibility of establishing an international instrument on social security for migrant workers and examination of a draft text concerning equality of treatment of nationals and non-nationals in matters of social security.

2. Possibility of revising the international social security Conventions (Nos. 17, 24, 25, 35, 36, 37, 38, 39 and 48) in the light of the provisions of the Social Security (Minimum Standards) Convention, 1952.

3. Possibility of revising the provisions of the Workmen's Compensation (Occupational Diseases) Convention (revised), 1954, relating to matters dealt with in other social security Conventions.

4. Review of progress made in the development of social security statistics and consideration of future programmes of work.

With regard to the composition of the full Committee of Social Security Experts, the Governing Body took note of the resignation of Mr. D. C. H. Abbot (United Kingdom), whose new duties would no longer enable him to sit on the Committee and appointed in his place Mr. A. Patterson, Assistant Secretary, Ministry of Pensions and National Insurance.

Meeting of the Tripartite Subcommittee of the Joint Maritime Commission on Seafarers' Welfare.

It will be recalled that the Governing Body at its 130th Session (Geneva, November 1955) decided to set up a tripartite subcommittee of the Joint Maritime Commission to deal with seafarers' welfare problems.² On the basis of the nominations submitted by the shipowners' and seafarers' representatives on the Joint Maritime Commission, the membership of the subcommittee—so far as these two groups are concerned—is now the following :

¹ *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957. p. 410.

² *Ibid.*, Vol. XV, No. 1, 1 Jan. 1956, p. 10.

Shipowners :

Captain O. I. Loennechen (Norway).
 Mr. M. J. Marchegay (France).
 Sir Richard Snedden (United Kingdom).
 Mr. K. de Graaf (Netherlands).
 Mr. R. E. Kumana (India).

Seafarers :

Mr. P. de Vries (Netherlands).
 Mr. J. Hawk (United States).
 Mr. J. Randeri (India).
 Mr. T. Yates (United Kingdom).
 One vacancy resulting from the death of Mr. Haugen (Norway).

Seafarers (Substitute Members) :

Mr. H. Hildebrand (Germany).
 Mr. D. S. Tennant (United Kingdom).

The Governing group hopes to be in a position to submit its nominations at the 141st Session of the Governing Body.

It was decided that the tripartite subcommittee would meet in the second quarter of 1959. It will review the entire question of the I.L.O.'s work in the field of seafarers' welfare and make proposals for future study, as well as for giving effect to the resolutions adopted on the subject of seafarers' welfare in ports, in the past, including the study of welfare facilities for Asian seamen in non-Asian ports.

*Report of the Committee to Review the Programme of I.L.O.
 Conferences and Meetings*

The Governing Body had before it the unanimous report of the Committee it had set up at its 131st Session¹ to review the programme of I.L.O. conferences and meetings. The Committee had found it convenient to consider the programme of meetings and to make its recommendations under the main heads set out below.

Regional Conferences.

There should not be more than one Regional Conference in any one year; the Governing Body should consider holding a session of each Regional Conference at intervals of not more than five years. Conscious of the needs of the Near and Middle East region, the Committee recommended the Governing Body to request the Director-General to explore the possibility of holding a Regional Conference for that area at an early date.

Major Committees.

The "major committees" category includes Industrial Committees and other analogous bodies, including *ad hoc* meetings for certain industries, the Joint Maritime Commission and the Permanent Agricultural Committee. The Committee considered that the Joint Maritime Commission and the Permanent Agricultural Committee should remain as standing bodies to be summoned to meet when the Governing Body decided that this was desirable; that the value of sessions of Industrial Committees varied both individually and in relation to each other; and that account must be taken of the needs of those industries for which Industrial Committees had not been established, but which had asked for such Committees.

The Committee accordingly recommended that the Governing Body should no longer think in terms of a regular periodicity for Industrial Com-

¹ See *Industry and Labour*, Vol. XV, No. 8, 15 Apr. 1956, p. 323.

mittees, but should decide annually which meetings to convene, having regard to—

(a) the relative importance and urgency of the problems of all the industries in question (i.e. seafaring, agriculture, Industrial Committees' industries and industries which have asked for Industrial Committees);

(b) the resources available or which are liable to be made available to the Office.

The Committee further recommended that the Governing Body should decide in principle that in the immediate future it would include in the budget of the Organisation each year provision for four major meetings in the Regional Conferences and major committees' group. It was understood that this decision should be reviewed by the Governing Body every five years.

Standing Committees of Experts.

The Committee recommended the Governing Body to disband the Permanent Migration Committee; to review from time to time the question of the continued existence and functioning of the International Development Works Committee in the light of prevailing economic and social circumstances; and not to make any change at the present time in respect of the Committee of Social Security Experts, in view of the work that that Committee might be expected usefully to undertake in the future.

Lastly, the Committee recorded the opinion that the work of the Committee of Experts on the Application of Conventions and Recommendations was so closely related to that of the Conference and the Governing Body that it had thought it inappropriate to consider it in any detail.

Correspondence Committees.

In regard to this group of bodies the recommendation was that the Governing Body should disband them and replace them by panels of I.L.O. consultants in the same fields as those covered by the existing Correspondence Committees, viz. occupational safety and health, recreation, co-operation, juvenile employment and statistics; (there also exists a Correspondence Committee on Women's Work, but there are separate proposals on this point). The new arrangements would not prejudice the possibility of calling to Geneva any members of those panels for special technical meetings. As regards the Correspondence Committee on Recreation, and having regard to the growing importance of the question of workers' education, it was recommended that the Governing Body should combine the I.L.O. consultants on workers' education and on recreation into a single panel, its members to be appointed in the approximate proportion of 12 consultants on workers' education to eight on recreation.

Arrangements for Dealing with Indigenous Labour Questions.

The Governing Body was also recommended to approve the appointment of a panel of I.L.O. consultants in the field of indigenous labour and consequently to disband the existing Committee of Experts on that subject.

Arrangements for Dealing with Problems of Women's Work.

With regard to the consideration of problems of women's work, the Committee recommended to the Governing Body that pending its decision regarding the convening of a tripartite meeting¹ the needs of the Organisation's work on the problem of women workers should for the time being be met by the use of a panel of I.L.O. consultants in this field; these consultants would include representatives of governments, management and labour drawn from various regions; and proposals should be made from time to time for a meeting of selected members of this panel, composed on the same tripartite basis.

¹ See *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 426.

Ad Hoc Meetings of a Non-Recurring Nature.

The last category laid down by the Committee related to special meetings of a non-recurrent nature, the convening of which must be considered in the budget discussions each year on the basis of need and practicability in the light of the various competing claims that may be put forward. The Committee suggested that the Governing Body and the Financial and Administrative Committee should bear in mind in this connection criteria and considerations of the following types :

- (a) the importance of the subject of the proposed meeting ;
- (b) whether the work of the proposed meeting could be done instead by experts in the Office and submitted to the Governing Body for action ;
- (c) the urgency of the matters to be considered by the proposed meeting, viewed against the financial position of the Organisation ; and
- (d) the practicability of successfully holding the proposed meeting at a particular time from the points of view of participation and the work thrown on the Office staff in preparation.

General Debate.

In the debate on these proposals Mr. Michanek made it clear that the disbandment of the permanent Migration Committee should not be taken as indicating any slackening of the International Labour Organisation's interest in certain aspects of these problems.

The proposals for dealing with the problems of women's work were criticised by Mr. Chistyakov. The speaker recalled that the U.S.S.R. Government delegation had been in favour since 1957 of the establishment of a tripartite Committee on Women's Work as proposed in a Conference resolution, and under those circumstances he was unable to fall in with the proposals of the Committee to Review the Programme of I.L.O. Conferences and Meetings. Mr. Erban concurred in the previous speaker's remarks.

Sir Alfred Roberts pointed out that as he understood them, the Committee's recommendations on the subject in no way prejudiced the establishment of a tripartite Committee on Women's Work, and it would be for the Governing Body itself to take the decision on that question.

Mr. Lodge reminded the Governing Body that financial provision has been made in the 1959 budget for a meeting of a tripartite Committee on Women's Work and stated that his Government was in favour of convening such a meeting. He considered that the proposals of the Committee to Review the Programme of I.L.O. Conferences and Meetings in no way prejudiced the Governing Body's decision on the subject.

Subject to these observations, the Governing Body adopted the recommendations of that Committee.¹

Freedom of Association

Factual Survey concerning Freedom of Association.

The Director-General gave the Governing Body an oral progress report on this matter. Preliminary arrangements for the first two surveys to be undertaken had been finalised in accordance with the principles defined on earlier occasions. Those surveys would relate to the United States and the Soviet Union ; the two countries had given the Director-General the necessary co-operation and the surveys would get under way at the beginning of 1959. Further information on the subject would be laid before the Governing Body in the course of the year.

¹ Later in the session the representative of the United States Government tabled a proposal, with the approval of the Officers of the Governing Body, concerning the arrangements to be made for a regular review of I.L.O. programmes. This proposal will be discussed at the 141st Session of the Governing Body, when it will appear as a separate item on the agenda.

Communication from the Representative of the U.S.S.R. Government concerning the 23rd and 27th Reports of the Committee on Freedom of Association.

It will be recalled that the Committee had decided after a long debate at its 139th Session to postpone to its next session consideration of a communication from the representative of the U.S.S.R. Government concerning the 23rd and 27th reports of the Committee on Freedom of Association.¹

Reiterating the arguments he had previously put to the Governing Body, Sir Alfred Roberts proposed that all the documents relating to Case No. 111, together with the communication from the U.S.S.R. Government representative, should be published. This proposal, supported by Mr. Waline and several other members of the Governing Body, met with opposition from Mr. Chistyakov and Mr. Erban. Other speakers, including Sir Guildhaume Myrddin-Evans, Mr. Haythorne and Mr. Merani, wondered whether the factual survey concerning freedom of association to be carried out in 1959 in the Soviet Union would not constitute a new factor that should be taken into consideration.

However, the Director-General urged the Council not to establish a connection between the machinery for the investigation of complaints alleging infringement of freedom of association on the one hand and the factual surveys on freedom of association on the other.

Under these conditions the Chairman requested the Governing Body to vote on the proposal of Sir Alfred Roberts, which was adopted by 33 votes to 2, with 4 abstentions.

Communication from the Government of Hungary concerning the 27th Report of the Committee on Freedom of Association.

The Governing Body also had before it the observations which the Government of Hungary had forwarded to the Director-General concerning the 27th report of the Committee on Freedom of Association, with particular reference to the decisions adopted by the Governing Body in regard to Case No. 160 (Hungary).² In this communication the Government violently criticised the methods and the procedure of the Committee on Freedom of Association and rejected the Committee's finding, which had been endorsed by the Governing Body. As this reply was tantamount to a refusal to refer the matter to the Freedom of Association Fact-Finding and Conciliation Commission, the Governing Body decided to publish all the documents relating to Case No. 160, including the communication from the Hungarian Government, and at the same time to reject the allegations contained in that communication.

This decision was taken by 36 votes to 2, with 2 abstentions.

Twenty-ninth Report of the Committee on Freedom of Association.

In its 29th report the Committee on Freedom of Association submitted a series of proposals to the Governing Body concerning possible improvements in its procedure, pursuant to a request made by the Governing Body at its 138th Session. In essence these proposals were designed—

(a) to enhance the safeguards for the impartiality of the Committee; in addition to the rule, which had always been strictly applied, that representatives and nationals of a country against which an allegation was made, and persons occupying an official position in a national association of employers or workers which had made an allegation, were disqualified from participating in the consideration of the allegation, it was formally proposed that no such person should be present during the consideration of the allegation either, and that a person holding an official position in an international confederation of employers or workers might not take part

¹ See *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, p. 85.

² *Ibid.*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 417.

in the consideration of the case by the Committee if he had taken any personal part in the decision to refer the case or in the formulation or submission to the Committee of the allegations under consideration ;

(b) to adopt new safeguards against abuse of the procedure of the Committee by providing that in future allegations shall be receivable only if they are submitted by a national organisation directly interested in the matter, an international organisation of employers or workers having consultative status with the I.L.O., or any international organisation of employers or workers where the allegations relate to matters directly affecting their affiliated organisations.

The Committee also proposed to simplify its reports by confining them to a statement of its conclusions in which the various points raised in the complaints and replies from governments were weighed by the Committee as the basis of its conclusions. The Committee further proposed to draw a distinction between urgent and less urgent cases by making the necessary arrangements for cases of urgency to be dealt with on a priority basis, thereby facilitating the immediate consideration of the Committee's reports by the Governing Body. In respect of cases classed as less urgent, the reports of the Committee circulated at a given session of the Governing Body would be considered by the latter at its next session. The Committee's report contained tentative criteria to determine whether cases were urgent or not. The Committee had also discussed the questions relating to hearings of the parties, the communication of governments' replies to complainants and the stage at which reports of the Committee should be issued as public documents, but had decided to postpone further consideration of these questions until its next session.¹

On behalf of his Government Mr. Bocobo congratulated the Committee on Freedom of Association on its timely recommendations. On the other hand, Mr. Chistyakov felt that those recommendations were not capable of improving the working of the Committee and did not take into account all the remarks or criticisms that had been made by various members of the Governing Body particularly as regards safeguards for impartiality and safeguards against abuse of the procedure of the Committee. The suggested distinction between urgent and less urgent cases was also liable to entail additional delay before complaints could be investigated.

The general opinion of the U.S.S.R. Government concerning the activities of the Committee on Freedom of Association remained unchanged in the light of these proposals.

Mr. Lodge thought it might be well not to simplify the reports too much, as the information which they at present contained was of considerable value.

Mr. Merani proposed that the membership of the Committee be increased and suggested that the Committee itself might consider that proposal at its next session.

Having regard to these observations the Governing Body adopted the 29th report of the Committee on Freedom of Association. The abstention of Mr. Erban and the opposition of Mr. Chistyakov were formally recorded in the minutes.

Thirtieth Report of the Committee on Freedom of Association.

The Governing Body endorsed without discussion the findings of the Committee on Freedom of Association in its 30th report. In so doing it considered that the complaints relating to Greece (Case No. 176), the United Kingdom/Singapore (Case No. 180) and Bolivia (Case No. 186), together with a supplementary complaint alleged in Case No. 177 (Honduras), should be dismissed without being communicated to the Governments

¹ The 29th report of the Committee on Freedom of Association (together with the 30th, 31st and 32nd reports) will shortly be published in full in the *Official Bulletin* (Geneva, I.L.O.).

concerned. Seven other cases, those relating to the following countries : Brazil (Case No. 125), Canada (Case No. 171), United States and Greece (Case No. 173), Yugoslavia (Case No. 175), Honduras (Case No. 177), Ecuador (Case No. 181) and the United Kingdom (Case No. 182), were dismissed as not warranting further examination.

In the other cases relating to Spain, Argentina, Greece and the United Kingdom, the Committee's findings included observations addressed to the Governments concerned.

Case No. 143 : Spain.

Amplifying the decisions adopted at its 137th Session ¹, the Governing Body decided, *inter alia*—

(a) to draw the Government's attention to the incompatibility of certain provisions in the legislation relating to collective agreements with the full development and utilisation of machinery for voluntary communication between employers or employers' organisations and workers' organisations with a view to the regulation of terms and conditions of employment by means of collective agreements ;

(b) with respect to the allegations relating to the effect on freedom of association of the prohibition on striking, to take a note of the Government's statement to the effect that workers cannot be punished under article 222 of the Criminal Code merely on account of leaving their work, and to ask the Spanish Government, having regard to the fact that the relationship between " stoppages of work " and " strikes " does not appear to be entirely clear and to the fact that the penal clauses relating to strikes appear to be so broad in their terms as to be susceptible of application in a manner incompatible with freedom of association, to inform the Governing Body whether the necessary steps have been taken to ensure that this interpretation of the law is fully appreciated by the authorities responsible for initiating legal proceedings ;

(c) with respect to the allegations relating to the detention of leaders and members of certain dissolved trade union organisations, to draw the attention of the Government to the importance it has always attached to the principle of a prompt and fair trial by an independent and impartial judiciary in all cases including cases in which trade unionists are charged with political or criminal offences which the Government considers have no relation to their trade union functions ;

(d) to request the Government to supply more detailed information concerning the causes of the strikes of March 1958 and, with respect to the allegations of ill-treatment and other measures against the workers following the strikes referred to above, to emphasise once again the importance it has always attached to the right of trade unionists, like all other persons, to enjoy the guarantees afforded by due process of law, in accordance with the principles initiated in the Universal Declaration of Human Rights, and to request the supply of more detailed information on this aspect of the case.

The Committee will report further to the Governing Body when the observations requested from the Government have been received.

Case No. 172 : Argentina.

Giving its findings on complaints lodged by the International Federation of Christian Trade Unions, Argentine Trade Union Action and the Postal, Telegraph and Telephone International, against the Government of Argentina, the Governing Body decided, *inter alia*—

(a) with respect to the allegations relating to the illegality of the strike of telegraph and telephone employees and its effect on trade union rights, to draw the attention of the Government to the desirability of considering

¹ See *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 414.

the possibility of effecting an improvement in the existing system for the settlement of disputes in state-owned undertakings by affording a guarantee of adequate, impartial and speedy conciliation and arbitration procedures in which the parties concerned can take part at every stage ;

(b) with respect to the allegations relating to suspension of the registration of associations, to draw the attention of the Government to the importance which it attaches to the right of meeting and the principle that organisations representing the workers should be recognised for collective bargaining purposes, and to draw its attention to the fact that the suspension of a trade union by administrative authority is contrary to one of the fundamental principles of freedom of association ;

(c) with respect to the allegations relating to arrests of trade unionists and the illegality of the bank employees' strike, to express the hope that the Government, desiring to see labour relations develop in an atmosphere of mutual confidence, will have recourse, when dealing with situations resulting from strikes and lockouts, to measures provided for under common law rather than to emergency measures, which involve a danger, by reason of their very nature, of certain restrictions being placed on fundamental rights ;

(d) with respect to the mobilisation of bank employees, in view of the serious consequences which a measure of this kind may imply for workers and for the exercise of their trade union rights, to draw the attention of the Government to the possibility of abuse involved in the mobilisation of workers in industrial disputes and to emphasise the undesirability of recourse to such measures except for the purpose of maintaining essential services in the most stringent emergencies.

As for the other outstanding allegations in this case the Governing Body decided to approach the Argentine Government for further information and will receive a complementary report from the Committee on Freedom of Association on the basis of this additional information.

Case No. 174 : Greece.

On the complaints filed by the Pan-Hellenic Federation of Workers in Electricity and Public Utility Undertakings and the World Federation of Trade Unions against the Government of Greece, the Governing Body decided to request the Greek Government to be good enough to forward additional information on a number of points.

Case No. 136 : United Kingdom (Cyprus).

With regard to the allegations relating to Cyprus ¹, the Governing Body thanked the United Kingdom Government for the additional information it had been good enough to furnish regarding the number of trade unionists detained. It also affirmed the importance which it attaches to the principle that a fair trial should be afforded at the earliest possible moment to any persons who continue to be detained, and requested the Government to keep the Governing Body informed concerning any illegal or judicial proceedings which may be instituted and also as to further releases of detained trade unionists.

Case No. 152 : United Kingdom (Northern Rhodesia).

As regards the case of the United Kingdom (Northern Rhodesia) ², the Governing Body thanked the United Kingdom Government for the additional information supplied concerning the number of restriction orders currently applying to trade union officials and members. It expressed the hope that it will be possible to relax those orders at an early date, so as to

¹ See *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 417.

² *Ibid.*

permit of all the trade union officers concerned resuming their trade union functions in full freedom.

Thirty-first Report of the Committee on Freedom of Association.

The 31st report of the Committee on Freedom of Association dealt with Cases Nos. 156 (France/Algeria), 161 (France/Camerouns) and 170 (France/Madagascar).

In its conclusions the Committee on Freedom of Association took the view that in view of the vagueness of the allegations in Case No. 156 no further action was called for. Similar considerations had led the Committee to the same conclusion as regards certain of the allegations in Case No. 161, while on other charges in the complaint (e.g. the intervention of the authorities in trade union meetings), the Committee recommended the Governing Body to approach the French Government for additional information. Lastly, in its findings on a complaint lodged by the Inter-Union Committee of the Central Trade Unions of Madagascar against the French Government (Case No. 170), the Committee had considered that, in accordance with the practice which had been followed in such cases, it would be useful for it to have before it the actual judgments and the reasons adduced therefor in the cases arising out of individual dismissals for striking.

The Governing Body endorsed these findings.

Thirty-second Report of the Committee on Freedom of Association.

In its 32nd report the Committee submitted to the Governing Body its interim findings on the complaint brought by the General Council of Trade Unions of Japan, the International Confederation of Free Trade Unions, the International Transportworkers' Federation, the Postal, Telegraph and Telephone International (Berne) and the All-Japan Postal Workers' Union against the Government of Japan (Case No. 179).

These findings were related to various allegations concerning restrictions on trade union membership and the election of trade union officials. Consideration of the other allegations in the case was deferred until the next session of the Committee.

On the Committee's recommendation, the Governing Body decided—

(a) to draw the attention of the Government to its view that the fact that a trade union official or executive committee member who is dismissed by the management of a public corporation or national enterprise loses not only his employment but also his right to participate in the administration of his trade union means that the Government could in this way interfere with the right of workers to elect their representatives in full freedom, a right which constitutes one of the essential aspects of freedom of association ;

(b) to request the Government to be good enough to furnish a copy of the judgment already given by the Tokyo District Court in the case instituted by the Locomotive Engineers' Union ;

(c) to request the Government to furnish its observations on the alleged refusal of the competent administrations to negotiate with the Locomotive Engineers' Union and the All-Japan Postal Workers' Union on the ground that their officers included persons who had been dismissed from their employment ; and

(d) to take note of the Government's statement that it is examining the question of the ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and to request the Government to be good enough to inform the Governing Body as to the results of this examination.

The Governing Body formally recorded the abstention of Mr. Chistyakov and Mr. Erban on all the recommendations contained in the Committee's thirtieth, thirty-first and thirty-second reports on Freedom of Association.

Application of Conventions and Recommendations

The Governing Body, following the conclusions adopted by its Committee on Standing Orders and the Application of Conventions and Recommendations, adopted the following decisions :

It approved the forms for annual reports on the following Conventions :
Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 ;
Abolition of Forced Labour Convention, 1957 ;
Weekly Rest (Commerce and Offices) Convention, 1957.

The Governing Body will seek the opinion of the Committee of Social Security Experts concerning the revision of the Survivors' Insurance (Agriculture) Convention, 1933, and of the Unemployment Provision Convention, 1934, taking into account the provisions of the Social Security (Minimum Standards) Convention, 1952. It will further consult the Committee of Social Security Experts concerning the revision of the Sickness Insurance (Sea) Convention, 1936.

In addition the Governing Body adopted a new memorandum concerning the obligation to submit Conventions and Recommendations to the competent authority, which had been drafted at its request by the Committee of Experts on the Application of Conventions and Recommendations. This memorandum aims at explaining more clearly the obligation laid down by article 9 of the I.L.O. Constitution so that governments may, in their turn, be able to provide clearer information in relation thereto.

The adoption of this memorandum was preceded by a debate in which several members of the Governing Body, notably Mr. Haythorne and Mr. Lodge, drew attention to certain difficulties in the interpretation or application of the new text. Mr. Chistyakov recorded his opposition and indicated his preference for the earlier version. He was of the opinion that in its present form the memorandum was overloaded with detail and comment and was liable to render the task of governments even more difficult. Mr. Wallin declared that the memorandum would be a very useful guide to governments and an invaluable reference document for the various I.L.O. organs.

Committee of Experts on the Application of Conventions and Recommendations.

The Governing Body extended for a further period of three years the term of office of the following members of this Committee : Mr. G. Beitzke (Federal Republic of Germany), Mr. P. M. Herzog (United States) and Mr. A. Rodrigues Queiro (Portugal).

The Governing Body noted that Mr. P. Berg (Norway) had tendered his resignation for reasons of ill health. It conveyed to him its warm appreciation of the long and valuable services he had rendered the Committee.

The Governing Body further appointed, for a period of three years, in succession to the late Mr. W. Rappard, Mr. P. Ruegger (Switzerland), Ambassador, former Minister of Switzerland in Rome and London, former President of the International Committee of the Red Cross (1945-48), Swiss member of the Permanent Court of Arbitration and member of the Institute of International Law.

Finally the Governing Body appointed an additional member of the Committee for a period of three years in the person of Mr. I. Forster (Senegal), President of Chamber in the Court of Appeal, French West Africa, and former Counsellor of the Court of Appeal of Basse Terre (Guadeloupe) and of French West Africa. This appointment meets the desire expressed by several members of the Conference Committee on the Application of Conventions and Recommendations in June 1958, who had stressed the desirability of appointing an African member to the Committee of Experts.

Report of the International Organisations Committee

Proposed Agreement with the International Atomic Energy Agency.

On the recommendation of the International Organisations Committee, the Governing Body approved without discussion a proposed agreement to govern the relationship between the I.L.O. and the International Atomic Energy Agency which had been negotiated by the Director-General pursuant to the authority given him by the Governing Body at its 137th Session.

Consultation between the Economic and Social Council and the Governing Body.

At its 139th Session (May-June 1958) ¹, the Governing Body had appointed a tripartite delegation for the purpose of discussing with a delegation of the Economic and Social Council questions raised in ECOSOC resolutions affecting the relations between the Council and the International Labour Organisation and, in particular, the preparation of the appraisals requested by the Council regarding the scope, trend and cost of the programmes of the United Nations and certain specialised agencies including the I.L.O. for the period 1959 to 1964. At the 140th Session the International Organisations Committee had had before it an agreed statement summarising the proceedings and the outcome of the meeting of the two delegations, which was held in New York on 14 October 1958. This agreed statement appeared as an appendix to the Committee's report to the Governing Body. The Governing Body endorsed the relevant recommendation of the International Organisations Committee and accordingly—

(a) expressed its appreciation for the manner in which the Chairman of the Governing Body and the other members of the Governing Body delegation had conducted the consultation with the representatives of the Council and the contribution to the ultimate success of the meeting made by the Director-General in his preliminary discussions with the President of the Economic and Social Council, Mr. George Davidson ;

(b) welcomed the consolidation of the collaboration and mutual understanding between the United Nations and the I.L.O. resulting from these consultations ; and

(c) agreed, in the light of the elucidation by the Economic and Social Council of its original intention and of the discussions which have taken place, to co-operate fully in the proposed appraisal and the provision of information for inclusion in the proposed consolidated report.

Twenty-second Report of the Administrative Committee on Co-ordination.

The Governing Body took note of the 22nd report of the Administrative Committee on Co-ordination.

Miscellaneous Questions

Obituary.

The Governing Body requested the Director-General to convey its condolences to the family of Mr. Shunzo Yoshisaka, for many years the representative of the Japanese Government on the Governing Body ; to the family of Mr. Alexandr Petrovitch Morozov, who had attended the International Labour Conference as a U.S.S.R. Government delegate since 1955 and had been present at a number of sessions of the Governing Body, and to the family of Mr. Simon Simonovitch, a substitute deputy member of the Employers' group on the Governing Body since 1957.

Composition of the Governing Body.

The Governing Body took note of the following appointments:

¹ See *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, p. 96.

Government group ; titular members. The Government of Brazil has appointed as its substitute representative Mr. Jatyr de Almeida Rodrigues, member of the Brazilian Permanent Delegation in Geneva, in place of Mr. Teixeira Valladão.

The Government of Japan has appointed as its regular representative Mr. I. Kawasaki, Envoy Extraordinary and Minister Plenipotentiary, Permanent Delegate of Japan to the international organisations in Geneva, in the place of Mr. S. Kaite, and as substitute representative Mr. S. Kudo, First Secretary to the Japanese Permanent Delegation to the international organisations in Geneva, to replace Mr. S. Sato.

The Government of Peru has appointed as its regular representative Mr. M. Cisneros, Peruvian Ambassador to Spain, to replace Mr. M. de la Fuente Locker.

Government group ; deputy members. The Government of Argentina has appointed as its regular representative Mr. M. R. Pico, Envoy Extraordinary and Minister Plenipotentiary, Permanent Representative of Argentina to the international organisations in Geneva, in replacement of Mr. R. Migone.

At the beginning of the session the Chairman had also welcomed, among others, Mr. G. C. Lodge, recently appointed to succeed Mr. Wilkins as Assistant Secretary in the United States Department of Labor.

Workers' group. Mr. G. P. Delaney, a Workers' member of the Governing Body for the last ten years, has been called to new duties in the United States which have obliged him to resign from the Governing Body. On behalf of his group, Sir Alfred Roberts spoke of the tireless and fruitful work Mr. Delaney had done on behalf of the I.L.O., not merely in the Governing Body but also in his own country. Mr. Lodge echoed this tribute. Speaking on behalf of their respective groups, Sir Guildhaume Myrddin-Evans and Mr. P. Waline associated themselves with this appreciation and recalled Mr. Delaney's outstanding personal attributes, his frankness and forthrightness.

The Governing Body requested the Director-General to convey these sentiments to Mr. Delaney.

The Director-General, in his own name and on behalf of the Office staff, felt it incumbent upon him to mention the eminent services Mr. Delaney had rendered to the Organisation and particularly stressed his wholehearted devotion to the cause of freedom and human dignity.

Mr. R. Faupl, international representative of the International Association of Machinists, who had been appointed by the Workers' group to succeed Mr. Delaney, thanked the Governing Body for the tributes paid to his predecessor and trusted that he would be able to justify the confidence reposed in him by his colleagues.

Resignation of Mr. Luis Alvarado.

The Director-General regretfully announced to the Governing Body the resignation of Mr. L. Alvarado, Assistant Director-General of the I.L.O. since 1949. Mr. Alvarado has been recalled to the diplomatic service of his country, Peru, in which he holds the rank of Ambassador.

Following the Director-General, many speakers from all three groups recalled the very active part played by Mr. Alvarado in the affairs of the Organisation in his capacity as a senior official of the Office and, before that period, from 1944 to 1949, as representative of the Peruvian Government on the Governing Body, of which he was Chairman for the year 1947-48. All the speakers paid tribute to Mr. Alvarado's intellectual and human qualities, his initiative, his wide knowledge of economic and social questions and of the difficult problems which arose in international co-operation, and all joined in wishing Mr. Alvarado every success in his future activities and in echoing the hope expressed by the Chairman of the Governing Body that he would continue to support the work of the Organisation.

Reappointment of Mr. Jef Rens as Deputy Director-General.

The Director-General also announced that after having consulted the Officers of the Governing Body he had decided to extend the appointment of Mr. Jef Rens, Deputy Director-General, for a further period of five years from November 1959.

Sir Guildhaume Myrddin-Evans, Mr. Waline and Sir Alfred Roberts, on behalf of their respective groups, expressed their satisfaction with the fact that the talent, knowledge and enthusiasm of Jef Rens would thus continue to be available to the Organisation. They were followed by many members of the Governing Body from countries that had had first-hand knowledge of I.L.O. operational activities and desired to pay tributes to the whole-hearted way in which Mr. Rens had thrown himself into this side of his work. Mr. Rens thanked the Governing Body and the Director-General for the confidence that had thus been reposed in him and said how happy he was to continue his work in the march towards social progress in peace, which was the ideal of the International Labour Organisation.

Financial and Administrative Questions.

The Governing Body in general adopted the recommendations of its Financial and Administrative Committee. Among other things it approved sundry transfers within the 1958 budget, various proposals concerning the financing of meetings and other projects for which provision did not exist in the budgets of 1958 and 1959, and estimates for administrative and operational service costs under the Expanded Programme of Technical Assistance in 1959 together with the relevant financing arrangements. Lastly, a series of amendments to the Staff Regulations were also approved.

Ad Hoc Meeting on Conditions of Work and Employment of Nurses.

At the request of the Employers' group, the Governing Body postponed until its next session consideration of the report of the *Ad Hoc* Meeting on Conditions of Work and Employment of Nurses¹, which was held in Geneva from 6 to 11 October 1958.

Date and Place of the Next Session of the Governing Body

The 141st Session of the Governing Body will be held in Geneva from Tuesday, 10 March to Friday, 13 March 1959. The Committee to Consider the Improvement of the Practical Methods of Working of the International Labour Conference will hold its Second Session in Geneva from Monday, 23 to Friday, 27 February 1959; the Committee on Freedom of Association will meet for half a day on Friday, 27 February and on Saturday, 28 February, The Financial and Administrative Committee and other committees of the Governing Body will meet from Monday, 2 March to Monday, 9 March. Group meetings will be held on 9 March.

The Ninth Session of the Asian Advisory Committee, which was to have been held in November 1958 and was adjourned, will take place on Monday, 16 and Tuesday, 17 March 1959.

The Governing Body also tentatively set the following dates for the other sessions it is to hold in 1959:

(a) 142nd Session: Monday 25 to Saturday, 30 May 1959, and a sitting immediately following the close of the 43rd Session of the International Labour Conference.

(b) 143rd Session: Monday 9 to Saturday, 21 November 1959.

These dates include committee and group meetings.

¹ See *Industry and Labour*, Vol. XX, No. 11, 1 Dec. 1958, p. 403.

Programme of Meetings

The Governing Body approved or confirmed the date and place of the following meetings :

Date	Meeting	Place
<i>1958</i>		
1-13 December	Tripartite Conference convened by the I.L.O. at the request of the Council of Europe	Strasbourg
8-19 December	Tripartite Meeting on the Timber Industry	Geneva
<i>1959</i>		
26 January- 7 February	Committee of Social Security Experts	„
25 February- 10 March	Technical Meeting on Problems of Productivity Improvement in Certain Countries	Bangalore
23 February- 13 March	Committees of the Governing Body and 141st Session of the Governing Body	Geneva
16-17 March	Asian Advisory Committee (Ninth Session)	„
16-25 March	I.L.O. Committee on Forced Labour	„
6-18 April	Committee of Experts on the Application of Conventions and Recommendations (29th Session)	„
20-24 April	Meeting to Establish an Individual Control Book for Drivers and Assistants in Road Transport	„
27 April-8 May	Coal Mines Committee (Seventh Session)	„
3 June	Opening of the 43rd Session of the International Labour Conference	„

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS

The Director-General of the International Labour Office recently registered the following ratifications of international labour Conventions :

GHANA

The ratification by Ghana of the following Conventions was registered on 15 December 1958 :

Abolition of Forced Labour Convention, 1957 ;
Weekly Rest (Commerce and Offices) Convention, 1957 ;
Indigenous and Tribal Populations Convention, 1957.

LUXEMBOURG

The ratification by Luxembourg of the Fee-Charging Employment Agencies Convention (Revised), 1949, was also registered on 15 December 1958. This ratification involves the acceptance of Part II of the Convention in pursuance of Article 2 (1) thereof.

OFFICE PUBLICATIONS AND DOCUMENTS

YEAR BOOK OF LABOUR STATISTICS, 1958

The International Labour Office has just published the Eighteenth Edition (1958) of the *Year Book of Labour Statistics*.¹

As in the case of previous editions, the *Year Book* presents a summary of the principal statistics relating to labour in all parts of the world. The statistics relate to the total and economically active population, employment, unemployment, hours of work, wages and labour income, consumer price indices and retail prices, family living studies, social security, industrial injuries, industrial disputes and migration. There are appendices relating to industrial production, wholesale price indices and exchange rates.

The data are based on communications to the Office or on statistics from official publications. The principal publications in which current national statistics on labour topics are to be found are indicated at the end of the volume.

In general, annual series give figures brought up to and including 1957 with monthly and quarterly figures brought up to June 1958. The chapters are arranged in the order of contents given above ; each opens with an extensive introductory note on the types of statistics to be found in the different tables and on the international comparability of the data ; though the composition of the various industrial groups corresponds wherever possible to the International Standard Industrial Classification, it may still differ from one country to another, depending upon the structure of the national classifications.

The text, table headings and notes are given in English, French and Spanish. The countries are listed by continents in the alphabetical order of their English names. The same applies to the index, which shows the countries appearing in each table and also the tables in which each country is represented.

It should be noted that tables relating to employment, unemployment, hours of work, wages and consumer prices are brought up to date monthly in the Statistical Supplement of the *International Labour Review*, which is published by the International Labour Office.

¹ I.L.O. : *Year Book of Labour Statistics, 1958*, Eighteenth Edition (Geneva, 1958). xvi + 627 pp. Price : \$5 ; £1 10s.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

INTERNATIONAL FEDERATION OF AGRICULTURAL PRODUCERS

TENTH GENERAL CONFERENCE

The Tenth General Conference of the International Federation of Agricultural Producers (I.F.A.P.) was held in Brussels from 4 to 13 October 1958.¹

Attendance.

The Conference was attended by delegates from 21 countries—Belgium, Canada, China, Denmark, Finland, France, the Federal Republic of Germany, India, Japan, Kenya, Luxembourg, the Netherlands, New Zealand, Norway, Sweden, Switzerland, Tunisia, the Union of South Africa, the United Kingdom, the United States and Yugoslavia—as well as by observers from Ghana and Ireland. The meeting was also attended by observers from the I.L.O., F.A.O., the GATT secretariat, O.E.E.C. and E.C.E., and the United Nations International Children's Emergency Fund, as well as certain non-governmental international organisations such as the International Confederation of Free Trade Unions, the International Chamber of Commerce, the International Confederation of Agricultural Credit, the International Co-operative Alliance, the International Dairy Federation and the International Wheat Board.

Work of Committees.

The Conference had before it a large number of reports and papers, and referred them to three committees dealing respectively with policy, agricultural co-operation and constitution and membership.

Policy Committee. The Policy Committee was called upon to discuss the following matters : economic development and surplus disposal, the European Economic Community and the Free Trade Area and the problems of wheat and butter. It also had before it a paper relating to the structure of national agriculture. In this connection, the Committee pointed out that changes in national agriculture were being brought about at a faster pace than ever before by current economic and technological developments, and that it was therefore urgent for agriculture to become adapted to these new circumstances. It also emphasised that it was important to install light manufacturing industries or processing plants in overcrowded rural areas to offer alternative and additional employment. Care should be taken, however, to provide adequate vocational training for workers who could not find remunerative employment in agriculture.

Committee on Agricultural Co-operation. The Committee on Agricultural Co-operation, which had a number of reports before it, took note of written statements submitted by the F.A.O., the I.L.O., the International Co-operative Alliance and the European Confederation of Agriculture relating to the respective activities of these organisations with regard to agricultural co-operation. The Committee expressed the wish that the relations that already existed with these organisations would be further developed in the future ; in particular it welcomed the idea of prior multilateral consultations with a number of organisations in order to co-ordinate pro-

¹ For an account of an earlier meeting see *Industry and Labour*, Vol. XV, No. 4, 15 Feb. 1956, p. 140.

grammes. These consultations would be supplemented by bilateral talks as required. In addition, the Committee emphasised that the holding of seminars and the organisation of study missions constituted an essential part of the I.F.A.P.'s work in the field of co-operation. There was unanimous agreement in the Committee that this activity must be strengthened and expanded. Among the many kinds of seminar for which there was a need, the Committee put a high priority on those designed to aid the growth in the developing countries of producer-controlled co-operative societies. Such seminars would be organised either by the I.F.A.P. in conjunction with other national or international organisations or by the organisations (F.A.O., I.L.O., etc.) with the participation of the Federation.

Plenary Sitzings of the Conference.

The Conference adopted a number of conclusions with regard to world agricultural production, international trade in agricultural products, underdeveloped countries, European economic co-operation and agricultural co-operatives.

World agricultural production. The Conference noted that since 1952 world agricultural production had expanded at an average annual rate of 2.7 per cent., while during the same period the world's population had been expanding at the rate of only 1.5 per cent. It would be wrong, however, to infer from this that the world's battle against hunger had been won. The greater part of the expansion of production had occurred in the more economically developed countries and the greater part of the increase in population had occurred in less developed countries, particularly in Asia. The result was that huge surpluses had accumulated in certain areas while hunger still pressed relentlessly over great areas in other parts of the world.

The Conference emphasised that in its opinion there were two main reasons for this great increase in agricultural production. The first, and most important, had been the introduction of vastly improved production techniques, largely in the more economically developed countries; the second important factor had been the progressive adoption by governments of various kinds of agricultural support measures in respect of animal products and some crops.

International trade in agricultural products. The Conference noted that in view of the different conditions obtaining in agricultural and non-agricultural production, consumption and trade and of the existing national agricultural support policies, the volume of international trade in agricultural products had expanded only by about 12 per cent. since pre-war years, while trade in non-agricultural products had expanded by 150 per cent. While often necessary, national agricultural support programmes did militate against the fullest expansion of trade in food and fibre. The Conference felt that a better appreciation on all sides of the problems faced by producers in importing countries and a keen awareness of the pressures for economic and social changes which were so powerfully operating could, nevertheless, lead to gradual expansion of international trade while at the same time improving conditions of production and income for all agricultural producers.

Underdeveloped countries. The Conference wished to emphasise that in terms of unsatisfied needs the greatest opportunities for expanding the consumption of food lay in the countries of large populations with underdeveloped economies. It was important, therefore, that in addition to any action the less developed countries could take within their own national resources, the more developed countries should continue to expand their current programmes—both bilateral and multilateral—to supply technical assistance and capital and to encourage the investment of private capital in agriculture as well as in the industries of the underdeveloped countries.

Surplus problems. The Conference found that so far as the size of existing stocks in relation to existing commercial demand was concerned, there were relatively few surpluses. The most important of these were in wheat, feed grain, certain dairy products, jute and certain oil seeds. The problem could be settled only by multilateral agreements and the constitution of national reserves.

European economic co-operation. The Conference noted the progress made with regard to the European Economic Community and the proposed Free Trade Area. It was concerned primarily with the future relationship between the countries of the Community and those outside. It considered that for the rest of the world also the accomplishment of the Treaty which had set up the Community was an event of major historical significance. The Conference regarded the plan for the Community as an example of international statesmanship of a high order, but considered it vital that all European countries that were members of the Organisation for European Economic Co-operation but not of the European Economic Community should find ways by which they could constitute an economic association to complement the work of the Community. This should not only allow an increase in trade among member countries, but also the preservation of existing trade relations.

Agricultural co-operation. The Conference noted a growing interest in strengthening the role which agricultural co-operatives, as a section of the private enterprise system, could play in helping to solve many of the complex problems confronting agriculture in the modern world.

Resolutions Adopted.

Besides resolutions concerning certain basic agricultural products such as wheat, butter and sugar, the Conference adopted a number of resolutions which are summarised below.

Surplus utilisation and international trade. The Conference resolved as follows :

(a) Its members should continue to urge their respective governments that the F.A.O. be the principal intergovernmental agency through which consultation and action on agricultural commodity problems took place.

(b) International commodity agreements or less formal arrangements, adapted to the nature of the particular product, remained procedures which the I.F.A.P. strongly supported for achieving a measure of stability of international trade in primary agricultural products. It was to be regretted that governments had so far negotiated agreements for only a few products and considered that, against the background of the serious fall in the terms of trade for primary producers, governments should examine afresh the prospects of extending commodity agreements or arrangements to other agricultural products.

(c) The Washington Sub-Committee on Surplus Disposal should as a minimum measure be made an efficient instrument for international consultation on surplus disposal along the lines recommended by the I.F.A.P. in 1957 ; this was all the more important because sales for local currencies would be utilised.

(d) An immediate and positive step in multilateral action on surplus disposal should be taken through the United Nations Special Fund for economic development. Considering that under both development and training projects there would be increased needs for food, countries having appropriate surpluses available should, in addition to their financial contributions, pledge quantities of these foods and fibres for direct use in programmes financed by the Fund.

(e) The disposal of surpluses through bilateral arrangements should be subject to consultation through an intergovernmental agency which should

lay down principles to act as a guide to governments in the administration of such programmes. Greater emphasis should be made to link such disposal programmes to the building up of national reserves as recommended by the I.F.A.P. in its previous Conference.

(f) Eventually there should be established an international agency through which governments could work together to utilise the world's reserve of food and agricultural raw materials in such a way as to realise their value for human welfare and, at the same time, avoid the undermining of international agricultural trade and the economies of agricultural countries.

(g) The Secretariat of the Federation and member organisations should undertake study and discussion of the effects on agriculture of national and international monetary and fiscal policies.

(h) The Secretariat of the Federation and member organisations should carefully explore the possibilities of an expanded exchange of the industrial and agricultural products of underdeveloped countries with some of the products of other countries.

(i) Efforts should be continued by all parties concerned to expand mutually advantageous international trade.

European economic arrangements. The Conference, considering the plan for the European Economic Community to be an example of international statesmanship and noting that under the Treaty of Rome membership of the Community was open to other European countries on certain conditions, expressed the view that agriculture should not be regarded as the main obstacle towards the accomplishment of a European Free Trade Area. It made the following recommendations :

(a) All O.E.E.C. countries should find ways by which they could constitute an economic association to complement the work of the Community ; their task would be helped if all the governments gave full and immediate recognition to the principles embodied in the April 1958 statement of the I.F.A.P. and in particular to (i) the need for arrangements dealing specifically with the treatment of agricultural products, and (ii) acceptance of other multilateral and reciprocal ways, besides the removal of tariffs and quantitative restrictions, of ensuring that the interests of agricultural exporting countries were safeguarded.

(b) In view of the long period of transition necessary to change agricultural structures, there must be a genuine understanding by European governments of the need to ensure a reasonable level of living conditions for the agricultural populations of both exporting and importing countries.

(c) Countries both in the Community and in the proposed European Free Trade Area should seek to expand trade both among themselves and with other countries.

(d) On the matter of preferences to tropical products originating in the overseas territories of the six member countries of the Community, the Community itself and the other countries directly concerned should further explore the prospects for specific commodity arrangements to safeguard the existing flow of trade between countries of the European Economic Community and other traditional suppliers of these products.

Agricultural co-operation. With regard to agricultural co-operation, the Conference resolved as follows :

(a) The I.F.A.P. recognised that farmers had a duty to assist in the alleviation of poverty. It was convinced in this respect that co-operative methods, rightly used in conjunction with measures to increase productivity, could make a vital contribution to improving economic and social conditions in the developing countries. It paid tribute to the work in this field of the international governmental organisations, in particular the F.A.O. and the

I.L.O., and welcomed every opportunity of consulting with them, as also with interested non-governmental organisations such as the International Co-operative Alliance, in order to contribute as effectively as possible to the development of sound and independent co-operative enterprises as an important instrument for the betterment of rural living.

(b) In a world which seemed to be more and more dominated by large-scale, highly integrated enterprises, co-operatives were an indispensable element of economic safeguard and social betterment for the farmers who owned and controlled them, providing competition when this was needed in the private enterprise systems and defending farmers' interests in other ways in economies subject to greater government control.

(c) As the farmers' world organisation, the Federation therefore urged that closest attention be given to the various ways in which co-operative methods could serve farmers in helping them to improve the economic and technical conditions of production and marketing. Farm organisations belonging to the Federation could and should contribute to the development of co-operatives that worked for and were controlled by farmers.

Election.

Mr. J. G. Patton (President of the National Farmers' Union of the United States) was elected President of the Federation.

CONDITIONS OF WORK

REPORT OF A NORWEGIAN EQUAL PAY COMMITTEE

The report of an Equal Pay Committee set up in Norway has been published by the Department of Municipal Affairs and Labour.¹

Background Information.

The Committee was set up by the Norwegian Government on 9 December 1949 to study the problems of equal remuneration for men and women workers²; its membership was enlarged in March 1950 from nine to 11 persons comprising six men and five women.

Tasks of the Committee.

The Committee was asked to undertake a detailed survey of the actual situation of the female wage earners, as compared with that of male wage earners, in the major sectors of the Norwegian industry. Where a considerable difference was found between the wages for men and women it was to discover whether the factors leading to the difference justified such discrimination or not. It was also directed to examine measures which might be adopted with a view to eliminating disproportionate wage differentials. Finally, the Committee was to consider the I.L.O. Equal Remuneration Convention, 1951, and to make recommendations to the Norwegian Government for or against its ratification.

¹ Kommunal- og arbeidsdepartementet: *Innstilling fra Likelønnskomiteen* (Oslo, 1958).

² See *Industry and Labour*, Vol. III, No. 4, 15 Feb. 1950, p. 150.

The Committee's Report.

The Committee's report contains substantial information, *inter alia*, on the participation of women in economic life in Norway, the ratio between men's and women's wages as fixed by collective agreements, actual wage conditions, absenteeism and labour turnover.

It reveals that there do exist in Norway wage differentials, varying in degree, between the average earnings of men and women workers, but that there has been a tendency towards a narrowing of the wage gap. Nevertheless, no immediate conclusion can be drawn as to whether women's work is correctly evaluated in respect of wages or whether equal pay is accorded for work of equal value.

Attention is drawn to certain disadvantages alleged to be involved in the employment of female labour, such as a higher absenteeism rate among women and their shorter working life, these factors being taken into account in establishing the rates fixed in collective agreements. In this connection, the report discusses the possibility of eliminating the discrepancies between men's and women's wages under collective agreements and the possibility of introducing a system taking individual performance into account. However, it is pointed out that the reorganisation of the collective bargaining system is a complicated matter which requires a considerable amount of time. Moreover, the immediate elimination of wage differentials based on sex would not be possible for several reasons, especially for fear of an adverse effect on women's employment opportunities.

Recommendations of the Committee.

An Equal Pay Council. In the main conclusions of the report the Committee recommends that an "Equal Pay Council" should be set up, with its headquarters in Oslo. It should be equipped with a secretariat to deal with its daily work and the running expenses of the Council and its secretariat should be borne by the State.

The Council should have a chairman and a deputy chairman (both impartial persons), and four permanent members each with his or her permanent deputy member. All these persons would be appointed by the Crown for a term of three years. Two of the permanent members and their deputies should be appointed on the recommendation of the Norwegian Employers' Confederation; the other permanent members and deputies should be appointed on the recommendation of the Norwegian Confederation of Trade Unions.

Detailed methods are also recommended by the Committee where the Council has to deal with matters of particular concern to an employers' group or a trade union not belonging to the above Confederations, or to an individual undertaking or employment unit and the trade union within such an undertaking or unit.

The Council should furnish information on the question of equal pay by preparing reports on various aspects of the question, such as : wage developments affecting men and women in Norway and other countries; difficulties arising from the employment of female labour and possible means of overcoming such difficulties; practical methods of wage determination, such as job evaluation, which may help to promote equal pay for women and men for the same or equivalent work.

The Council should investigate the extent to which the principle of equal pay is implemented among the different wage and salaried groups in Norway. It should also consider how any possible abuses could be removed, and make known the results of such investigations, with its own deductions and opinion, to the public authorities concerned, and the employers' associations (or undertakings or other employing units) and trade unions. However, the Council should not make any proposals with respect to new wage agreements or propose any specific change in existing agreements.

Before entering upon the above activities, the Council could suggest that those employers' or workers' associations which are parties to wage agreements might appoint their own committees to carry on such investigations, etc., in their own sector. Where the associations accept, the Council would not deal with the matter, but each of the associations' committees should report to the Council on the result of its work.

The Council should support any action to encourage women who choose to participate effectively in occupational life, such as the provision of adequate vocational training facilities (ensuring that women make good use of these facilities). The Council should also ensure that they make use of the various facilities for vocational guidance, placement and the rationalisation of domestic work, and should provide for the further development of day nurseries and other institutions to look after children during the working hours.

Ratification of the Equal Remuneration Convention, 1951.

The Committee recommended that Parliament should ratify the I.L.O. Equal Remuneration Convention, 1951. However, a reservation was made on this point by the members representing the Norwegian Employers' Confederation.

CO-OPERATION

INTERNATIONAL FEDERATION OF AGRICULTURAL PRODUCERS

TENTH GENERAL CONFERENCE

A note on the Tenth General Conference of the International Federation of Agricultural Producers (Brussels, 4-13 October 1958) will be found on p. 30 above.

EMPLOYERS' AND WORKERS' ORGANISATIONS

INTERNATIONAL FEDERATION OF TEXTILE WORKERS' ASSOCIATIONS

The 21st Congress of the International Federation of Textile Workers' Federations took place in Vienna from 30 June to 4 July 1958.¹

Attendance.

Eighty-five delegates from affiliated organisations in 14 countries were present.

¹ Communication from the International Federation of Textile Workers' Associations.

Synthetic Fibres in Textile Production.

Following upon the discussion of a report on the use of synthetic fibres in textile production, the Congress adopted a resolution which, recognising the increasing use of synthetic fibres throughout the world and the fact that products made of such fibres tend to be more durable than natural fibres, stressed the danger of a resultant shrinking employment situation in the textile industry "unless the industry actively and intelligently campaigns in every country to achieve a larger consumption per head of textile products". The resolution urged textile unions to use every possible means to encourage such increased consumption, including "representations to textile industry employers' associations and to governments to initiate and conduct campaigns among consumers".

I.L.O. Textiles Committee.

In a resolution placing on record its appreciation and support for the objectives of the International Labour Office, and "its determination to make the I.L.O. Textiles Committee a dynamic instrument for the advancement of the economic and social standards of textile workers throughout the world", the Congress laid down a number of recommendations designed to contribute to the Federation and its affiliated organisations playing a more effective role in furthering the work of the I.L.O. Textiles Committee.¹

Productivity.

In its resolution on productivity in the textile industry, the Congress, whilst supporting all efforts to increase productivity as a means of improving the standards of living of textile workers and of increasing demands for textile goods by lowering prices, stated that union co-operation would be dependent upon assurances that increased productivity would not mean increased physical or mental strain on the workers; that an equitable distribution of the benefits derived from increased productivity must be the subject of union-employer negotiations; and that workers who might become redundant as a result of an increase in productivity should be found alternative employment without loss of wages, or should be compensated to the extent of at least six months' wages. The resolution concluded by welcoming the decision of the Federation to convene a meeting of technical experts to deal with these problems, and requested that consideration be given to the possibility of achieving a standardisation of the methods of increasing productivity, particularly by work-study methods.

Amalgamation with the International Garment Workers' Federation.

The Congress agreed in principle to amalgamation with the International Garment Workers' Federation, and instructed the administrative committee to take the necessary steps towards that end. Final proposals are to be submitted to the textile workers' affiliated organisations not later than the end of 1959.

INTERNATIONAL TRANSPORTWORKERS' FEDERATION

TWENTY-FIFTH BIENNIAL CONGRESS

The 25th Biennial Congress of the International Transportworkers' Federation (I.T.F.) took place in Amsterdam from 23 July to 1 August 1958.²

¹ The most recent (Sixth) Session of the I.L.O. Textiles Committee was reported in *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, p. 97.

² For a note on the 24th Congress see *Industry and Labour*, Vol. XVI, No. 11, 1 Dec. 1956, p. 475.

Attendance.

Nearly 300 delegates and advisers were present, representing 88 affiliated unions in 42 different countries with a total membership of over 5 million workers. The Chairman of the Congress was Mr. H. Jahn (Federal Republic of Germany), outgoing President of the Confederation.

Main Decisions of the Congress.

A summary of the most important decisions of the Congress is given below.

Co-ordination of transport ; economic integration. Welcoming the I.T.F. report on problems of transport policy at national and international levels, dealing with the co-ordination of inland transport and transport problems arising in the course of the economic integration of Europe, the Congress requested the I.T.F. Executive to set up appropriate regional machinery for the continued consideration of these problems at the international (European) level, and called upon governments and international institutions "to provide I.T.F. affiliated unions with appropriate representation within the framework of moves towards European economic unification and thus demonstrate that the aim of European unification is to promote the welfare of the working man".

"Flags of convenience." In three resolutions dealing with the registration of ships the Congress decided to intensify the I.T.F. campaign against substandard shipping sailing under "flags of convenience" and to operate a general boycott of such ships for which there exists no collective agreement recognised by the I.T.F. It called for the convening of a meeting of the governments, shipowners, and seafarers' organisations concerned to work out a common policy on the problem. Having regard to the I.L.O. Recommendation on the Social Conditions and Safety of Seafarers¹ adopted by the 41st (Maritime) Session of the International Labour Conference (Geneva, 29 April-14 May 1958), and to the adoption by the United Nations Law of the Sea Conference of the principle that there should be a "genuine link" between the State and the ship, the Congress called upon the Inter-governmental Maritime Consultative Organisation²—or any other appropriate international agency—to give consideration to an agreed definition of the term "genuine link".

Territorial waters. After noting that the United Nations Conference on the Law of the Sea had failed to reach agreement on the question of territorial waters, the Congress deplored the declared intention of some governments to extend the limits of their territorial waters unilaterally, and urged affiliated unions and workers' organisations generally to declare in favour of the continued observance of the traditional three-mile limit.

Industrial Sections Conferences.

In keeping with the usual procedure, the seven industrial sections held sectional conferences, accounting for an important part of the work of the Congress. The following is a brief account of some of the more important conclusions reached by these industrial sections, all of which were endorsed by the Congress.

Seafarers' section. In addition to flags of convenience and territorial waters, consideration was given to the observance on board ship of statutory social conditions and the need for international enforcement of safety standards in the loading and unloading of ships. It was agreed that affiliated

¹ See *Industry and Labour*, Vol. XIX, No. 11, 1 June 1958, p. 459.

² For a recent note on this Organisation see *ibid.*, Vol. XX, No. 12, 15 Dec. 1958, p. 445.

unions should give as much publicity as possible to the I.L.O. Code of Practice *Safety and Health in Dock Work*.¹

Dockers' section. Expressing regret at the circumstances which had led to the I.L.O. Governing Body's postponement of action on the resolution of the I.L.O. Inland Transport Committee (Hamburg, 11-22 March 1957) regarding the holding of a tripartite conference to examine the question of competition between the North Sea ports², a resolution of the dockers' section requested the Workers' group of the Governing Body of the I.L.O. to persist in its efforts to see that this conference was convened.

Civil aviation section. The civil aviation section adopted a resolution deploring the situation which reserved to pilots of aircraft the right to decide what crew an aircraft should carry. It stated that the I.T.F. would resist this policy by industrial action if necessary, as they believed that it was dangerous and against the interests of the industry and the travelling public.

The section also considered questions relating to job security among ground staff and the problem of flight time limitations.³

Fishermen's section. In addition to questions relating to territorial waters, and safety at sea, the fishermen's section expressed great satisfaction at the adoption by the 42nd Session of the International Labour Conference of the drafts of three Conventions on fishermen's conditions of work.⁴ This section also emphasised the desirability of setting up a special I.L.O. committee to consider fishermen's questions.

Election of Officers.

The Congress unanimously re-elected Mr. O. Becu as General Secretary of the I.T.F., and at a subsequent meeting of the General Council Mr. F. Cousins was elected President.

¹ I.L.O.: *Safety and Health in Dock Work* (Geneva, 1958). vi+125 pp. Price: \$1; 6s. See *Industry and Labour*, Vol. XX, No. 11, 1 Dec. 1958, p. 410.

² *Ibid.*, Vol. VII, No. 6, 15 Mar. 1952, p. 223; Vol. XI, No. 12, 15 June 1954, p. 524; and Vol. XVIII, No. 4, 15 Aug. 1957, p. 141. See also *International Labour Review* (Geneva, I.L.O.), Vol. LIII, Nos. 3-4, Mar.-Apr. 1946, p. 212.

³ This question was discussed at the 11th Conference of the International Federation of Air Line Pilots' Associations. See *Industry and Labour*, Vol. XX, No. 9, 1 Nov. 1958, p. 357.

⁴ *Ibid.*, Nos. 1-2, 1 and 15 July 1958, pp. 34-36.

ERRATUM

Vol. XX, No. 10, 15 Nov. 1958

CONDITIONS OF EMPLOYMENT IN NETHERLANDS PORTS

Page 386, fourth paragraph : the first sentence should read as follows :

“ In Amsterdam there were at the end of 1957 6,218 dockworkers, excluding supervisory staff which numbered about 500. Of these dockworkers about 3,000 were in permanent employment with port undertakings. The number of dockworkers in the labour pool organised by certain employers fell in 1957 from 3,410 to 3,193.”

The second sentence of the paragraph “ *Earnings* ” should read as follows :

“ The figures for Amsterdam are 101.16 florins for dockworkers in permanent employment and, for those in the labour pool, 90.32 florins up to 1 August 1957 and 94.71 florins for the rest of the year.”

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. OXford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Office.)

BRANCH OFFICES

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Edifício do Ministerio do Trabalho, 2.º andar, salas 216 a 220, Avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa").

France: Mrs. A. JOUHAUX, 205 Boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1 Chome, Nagata-Cho, Chiyoda-Ku, Tokyo, ("Interlab Tokyo").

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London, S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: —, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.I, Victoria ("Sharp Co-labour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna.

Bulgaria: Mr. A. MINTCHEFF, Rue Zanko Zerkovski 30, Sofia 21.

Czechoslovakia: Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.

Greece: Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).

Iran: Mr. Habib NAFICY, Av. Keyvan, Hechmatdowle, Teheran ("Interlab Teheran"; Tel. 39002).

Israel: Mr. M. E. MARGALIT, Ministry of Labour, Jerusalem.

Lebanon: Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boite postale 2306, Beyrouth ("Interlab Beyrouth").

Netherlands: Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, 73 Zeestraat, The Hague ("Soza The Hague"; Tel. 18 32 20).

Norway: Mr. Kaare SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 41 78 00).

Pakistan: Mr. Muhammad ASLAM, Room No. 8, Block No. 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").

Philippines: Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").

Portugal: Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).

Turkey: Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara"). (Orders may also be addressed to the Field Office for the Near and Middle East, Lüleçiler caddesi 26, Tophane, Istanbul).

Union of South Africa: Major-General F. L. A. BUCHANAN, P.O. Box 56, Silverton, Pretoria (Tel. 39637).

United Arab Republic: Mr. A. EL MARAGHI, 59 Rue Treize, Maadi, Cairo; Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damas.

Yugoslavia: Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, Savska 35, Belgrade.

Also from Correspondents in Argentina, Belgium, Bolivia, Chile, Colombia, Costa Rica, Cuba, Ecuador, Haiti, Peru, Spain, Uruguay and Venezuela.

Specimen copies sent free on request. *Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).*

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

*Annual subscription : \$6.00, £1 16s.
Price per number : 60 cents, 3s. 6d.*

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers, and workers' organisations.

*Annual subscription : \$5.00, £1 10s.
Price per number : 25 cents, 1s. 6d.*

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

*Annual subscription : \$2.50, 15s.
Price per number : 75 cents, 4s. 6d.*

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

*Price : paper, \$5.00, £1 10s.;
cloth, \$6.00, £1 16s.*

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance; technical papers and pamphlets in current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00, £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses overleaf

VOL. XXI, No. 2
15 JANUARY 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 79 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 2

15 JANUARY 1959

CONTENTS

International Labour Organisation	Page
Meeting of Experts on an International Classification of Radiographs of the Pneumoconioses	43
Ratification of International Labour Conventions by <i>Cuba</i> and the <i>United Arab Republic</i>	45
Application of Conventions to Non-Metropolitan Territories: Declarations by the <i>United Kingdom</i>	45
Office Publications and Documents	47
 International Organisations and Conferences	
United Nations High Commissioner for Refugees: Ninth (Special) Session of the United Nations Refugee Fund Executive Committee	51
Establishment of a United Nations Special Fund for the Economic Development of Underdeveloped Countries	51
Annual Meetings of the International Monetary Fund, the World Bank and the International Finance Corporation	54
Nordic Countries' "Contact Conference" on Supervisors' Problems	56
 Social and Economic Policy	
New "Paddy Lands Act" in <i>Ceylon</i>	56
 Manpower	
Nordic Countries' "Contact Conference" on Supervisors' Problems	60
 Migration	
United Nations High Commissioner for Refugees: Ninth (Special) Session of the United Nations Refugee Fund Executive Committee	63
Migration Policy in <i>Argentina</i> :	
Migration to and from the Republic in 1956 and 1957	65
Rules for the Establishment of Foreigners in <i>Argentina</i>	67
Reorganisation of the National Immigrant Settlement Board	67
Immigration Policy Changes in <i>Venezuela</i>	68

Conditions of Work	Page
New Regulations concerning Work in Mines and Quarries in the United Arab Republic (<i>Egyptian Region</i>)	69
Parliamentary Committee of Inquiry into Working Conditions in <i>Italy</i>	71

Social Security	
“Welfare and Pension Plans Disclosure Act” in the <i>United States</i> .	72

Employers' and Workers' Organisations	
Union of <i>Colombian</i> Workers : Seventh Annual Congress	74

A chart listing the ratifications of international labour Conventions communicated up to 1 January 1959 is enclosed in this issue.

INTERNATIONAL LABOUR ORGANISATION

MEETING OF EXPERTS ON AN INTERNATIONAL CLASSIFICATION OF RADIOGRAPHS OF THE PNEUMOCONIOSES

A meeting of experts on the international classification of radiographs of the pneumoconioses, organised by the I.L.O., was held in Geneva from 27 October to 7 November 1958.

Attendance.

The meeting was attended by 13 experts from ten countries, and by observers from the World Health Organisation and the European Coal and Steel Community.

Purpose.

The object of the meeting was to discuss modifications to the existing international classification with a view to its wider use, to select a set of standard radiographs illustrating the classification and to discuss related questions of radiological technique.

Background.

For the last 50 years X-rays have been used for the diagnosis of diseases of the chest and now have an important place in the investigation of the pneumoconioses, that is the diseases of the lung caused by the inhalation of dust. It was early appreciated that the appearances on X-ray films in cases of pneumoconiosis were to a large extent characteristic of the disease and that there was considerable advantage in being able to denote these appearances by symbols of one kind or another so that investigators in various parts of the world could compare their results and relate them to working conditions. Much of the early pioneer work was carried out in the gold and diamond mines of South Africa and it was in 1930, at an international conference held by the I.L.O. in Johannesburg that a classification was first adopted on an international basis. As experience accumulated, this classification was found to be not sufficiently detailed for epidemiological use, and after further conferences organised by the I.L.O. at Geneva in 1938 and at Sydney in 1950¹, a more detailed classification was adopted for a trial period. During and since this time the subject of the classification of radiographs of pneumoconioses has been discussed at scientific meetings held in various countries, at which the I.L.O. was represented.

Basis of the Discussion.

Defects of the Sydney classification. The Sydney classification, valuable as it was for the radiological appearances of pneumoconiosis in coalminers, had not been found ideal for the classification of certain radiological appearances encountered in other industries, and as a result had not found general acceptance in a number of countries. While there were broad similarities, difficulties had arisen, especially at the early stages of the disease where different appearances had been noted and widely accepted in industries other than coal mining; this had given rise to some controversy.

¹ See *Industry and Labour*, Vol. III, No. 8, 15 Apr. 1950, p. 280.

Research work. Considerable research work had been done, notably in the United Kingdom and Belgium, on the relationship between the radiological findings and the pathological features of the lung as seen at post mortem examinations, and although similar research had been done in other industries it had not been so extensive or so closely integrated as that in relation to coalminers, because of the diversity of industries involved.

One or two classifications? There was some support therefore for the adoption of two classifications but the advantages of having a single classification were considered to be such as to outweigh the difficulties that might arise. By eliminating from the classification the pneumoconioses produced by vegetable dusts, which are rather different radiographically from those caused by mineral dusts, the experts were able to arrive at a common basis for discussion.

The Discussion.

Object of the classification. It was made quite clear in the discussion that the object of the classification was to form a system of comparison which could be used by research workers and industrial physicians throughout the world. It was to have no relation to the clinical stage of the disease, to the working capacity of the individual nor to his entitlement to compensation.

Application to miniature radiography. The great progress made in the last few years in the technique of miniature radiography (photo-fluorography) and the generalised use on a large scale of this particularly cheap method of making systematic examinations had made it necessary to consider the application of the classification to small films. (It had previously applied only to the standard size films.) There was no doubt that the differences in the interpretation of a film by different observers increased as the size of the film diminished and that this difficulty was particularly apparent in the early stages. The importance therefore of a standard technique for miniature radiography and a continuing check on comparability was underlined.

Radiographic technique. The importance of technique in the case of standard size films was also stressed. Minor differences of exposure or variations in dark-room technique can make considerable differences to the finished X-ray film and there was therefore considerable discussion on a standardised technique, by the use of which films prepared in different places would be more closely comparable than at present.

Standard sets of films. The use of symbols for each category, each amplified by a verbal description, has considerable limitations and the experts therefore discussed the possibility of preparing a set of standard films illustrating the characteristic features of each category. The present techniques of copying X-ray films have been so refined that it is extremely difficult, even for the expert, to distinguish the copy from the original film. The use of this copying technique, therefore, offers an opportunity of preparing standard sets of films for distribution on a wide scale which will enable strictly comparable sets of films to be maintained in various parts of the world. The results obtained from using these standard sets of films should therefore be more comparable.

It is hoped that when the new illustrated classification is published it will be widely used. It should enable statistical and epidemiological investigations to be undertaken with a view to assessing the size and nature of the pneumoconiosis problem in a given industry or country, and therefore make it possible to adopt appropriate measures for the control of the disease.

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS

CUBA

On 30 December 1958 the Director-General of the International Labour Office registered the ratification by Cuba of the Plantations Convention, 1958.

UNITED ARAB REPUBLIC

On 18 December 1958 the Director-General of the International Labour Office registered a declaration by the United Arab Republic to the effect that the Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955, which was ratified by Syria in 1957 before the proclamation of the United Arab Republic, is now to be equally binding in respect of the Egyptian Province of the United Arab Republic.

APPLICATION OF CONVENTIONS TO NON-METROPOLITAN TERRITORIES

DECLARATIONS BY THE UNITED KINGDOM

On 16 December 1958 the Director-General registered the following declarations communicated by the Government of the United Kingdom concerning the application of a number of international labour Conventions in certain non-metropolitan territories of the United Kingdom.

The decisions taken by the Government on each of these Conventions and with respect to each of the territories concerned are given below.

Labour Inspection Convention, 1947 :

Decision reserved : Federation of the West Indies (Dominica, Trinidad).

Labour Clauses (Public Contracts) Convention, 1949 :

Applicable with modification : Sierra Leone.

Migration for Employment Convention (Revised), 1949 :

Applicable without modification (with the exclusion of Annexes I, II and III) : Cyprus, Gambia, Mauritius, Federation of Nigeria, North Borneo, Zanzibar.

Applicable with modification (a) with the exclusion of Annexes I and III : Tanganyika.

(b) with the exclusion of Annexes I, II and III : Kenya, Uganda.

Decision reserved : Aden Colony, Bermuda, British Solomon Islands, Brunei, Falkland Islands, Fiji, Gibraltar, Gilbert and Ellice Islands, Hong Kong, Malta, St. Helena, Sarawak, Seychelles, Sierra Leone, Somaliland Protectorate.

Social Security (Minimum Standards) Convention, 1952 :

Decision reserved : Aden Colony, Bahamas, Basutoland, Bechuanaland Protectorate, Bermuda, British Guiana, British Honduras, British Solomon Islands, British Virgin Islands, Brunei, Cyprus, Falkland Islands, Federation of Nigeria, Federation of the West Indies (Antigua, Barbados, Dominica, Grenada, Jamaica, Montserrat, St. Kitts, St. Lucia, St. Vincent, Trinidad), Fiji, Gambia, Gibraltar, Gilbert and Ellice Islands, Hong Kong, Kenya, Malta, North Borneo, St. Helena, Sarawak, Seychelles, Sierra Leone, Singapore, Somaliland Protectorate, Swaziland, Tanganyika, Uganda, Zanzibar.

On 29 December 1958, the Director-General also registered the following declarations communicated by the Government of the United Kingdom :

Sickness Insurance (Sea) Convention, 1936 :

Applicable with modification : Malta.

Freedom of Association and Protection of the Right to Organise Convention, 1948 :

Applicable without modification : Federation of the West Indies (Dominica, St. Lucia).

Applicable with modification : North Borneo, Federation of the West Indies (Grenada, Jamaica, St. Vincent), British Honduras, Mauritius, Sarawak.

Decision reserved : Bermuda, British Virgin Islands, Cyprus, Falkland Islands, Fiji, Gambia, Hong Kong, Kenya, Seychelles, Tanganyika, Uganda, Zanzibar.

Right to Organise and Collective Bargaining Convention, 1949 :

Applicable without modification : British Honduras, Federation of the West Indies (Dominica, Grenada, Jamaica, St. Lucia, St. Vincent), Mauritius, North Borneo, Sarawak.

Decision reserved : Bermuda, British Virgin Islands, Cyprus, Falkland Islands, Fiji, Gambia, Hong Kong, Kenya, Seychelles, Tanganyika, Uganda, Zanzibar.

Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 :

Applicable without modification : Mauritius, Sierra Leone.

Decision reserved : Basutoland, Bechuanaland Protectorate, Bermuda, North Borneo, British Guiana, British Honduras, British Virgin Islands, Brunei, Cyprus, Falkland Islands, Federation of the West Indies (Antigua, Barbados, Dominica, Grenada, Jamaica, Montserrat, St. Kitts, St. Lucia, St. Vincent, Trinidad), Fiji, Gambia, Gilbert and Ellice Islands, Hong Kong, Kenya, Malta, Federation of Nigeria, St. Helena, Sarawak, Seychelles, Singapore, Solomon Islands, Swaziland, Tanganyika, Uganda, Zanzibar.

Inapplicable : Aden Colony, Gibraltar, British Somaliland.

On 29 December 1958 the Director-General also registered the following declarations by the Government of the United Kingdom under Article 2 (4) of the Labour Standards (Non-

Metropolitan Territories) Convention, 1947 with regard to the following Conventions :

Minimum Age (Trimmers and Stokers) Convention, 1921 :

Applicable with modification : Federation of the West Indies (Barbados).

Medical Examination of Young Persons (Sea) Convention, 1921 :

Applicable with modification : Federation of the West Indies (Barbados).

Workers' Compensation (Accident) Convention, 1925 :

Applicable without modification : Gibraltar, Sierra Leone.

Equality of Treatment (Accident Compensation) Convention, 1925 :

Applicable without modification : Gibraltar.

Minimum Age (Sea) Convention (Revised), 1936 :

Applicable without modification : Gibraltar.

OFFICE PUBLICATIONS AND DOCUMENTS

INTERNATIONAL LABOUR REVIEW

The following are the contents of the January 1959 issue of the *International Labour Review*, which is now available :

Some Aspects of Wage Policy in the Planned Economies of Eastern Europe.

Settlement of Nomadic and Semi-Nomadic Tribal Groups in the Middle East, by M. AWAD.

The German Trade Union Movement, by F. LEPINSKI.

The Development of the Local Economy in Greece, by S. AGAPITIDES.

Bibliography.

The Statistical Supplement for the month contains tables of unemployment statistics and consumer price indices.

PROBLEMS OF NON-MANUAL WORKERS

The Office has just published a report for the 43rd Session of the International Labour Conference (Geneva, June 1959) ; the report deals with problems of non-manual workers, which is the seventh item on the agenda of the session and will be the subject of a general discussion.¹

The Governing Body of the I.L.O. decided at its 137th Session (October-November 1957) ² to place the question on the agenda of this year's Conference. It took its decision on the basis of a paper prepared by the Office which noted the steady increase in the number of non-manual workers in the world and the growing importance of such workers in the total labour force, the relative lack of action by the Conference on their particular problems, and the need to amplify and strengthen the work of the Organisa-

¹ I.L.O. : *Problems of Non-Manual Workers, including Technicians, Supervisory Staff, etc.*, Report VII, International Labour Conference, 43rd Session, Geneva, 1959 (Geneva, 1958), iv+139 pp. Price : \$1.25 ; 7s. 6d.

² See *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, pp. 410-412.

tion on their behalf. It recognised that the conclusions adopted by the Advisory Committee on Salaried Employees and Professional Workers¹ had proved a valuable guide to governments in respect of certain problems of non-manual workers, but that the Advisory Committee was restricted in its membership to 21 countries and met relatively infrequently. It therefore concluded that a useful part might be played in the first instance by a general discussion by all member States of the various types of problems which are common to the widest possible range of non-manual workers, with a view to indicating more clearly those which call for the earliest attention and are at the same time suitable for effective treatment by the Conference at a later stage. It further suggested that preliminary discussion in the Conference might be centred on the following questions of general importance and urgency, to each of which one chapter of the report is devoted: problems of employment and unemployment among non-manual workers; training of technical and supervisory staff in industry; termination of the contract of employment; protection of the salaried inventor; hygiene in shops and offices; and trade union rights and collective bargaining.

The report is not meant to constitute an exhaustive survey of the problems of non-manual workers, or even of the particular problems just referred to; it is rather an introduction to the whole question. Part I of the report presents certain general considerations concerning non-manual workers: their growing importance, the problem of definition of non-manual employment, and certain special features of such employment. Part II outlines the action of the I.L.O. in this field and analyses the extent to which the Conventions and Recommendations adopted by the Conference apply to non-manual workers. Part III deals briefly with each of the particular problems listed above. In a final summing up, an attempt is made to draw conclusions from the report and suggestions are put forward for future action in this field.

Appended to the report are (a) a list of the Conclusions already adopted by the Advisory Committee on Salaried Employees and Professional Workers; and (b) the text of that Committee's Conclusions relating to the particular problems to be discussed at this year's Conference.

INTERNATIONAL STANDARD CLASSIFICATION OF OCCUPATIONS

The *International Standard Classification of Occupations* has been developed by the International Labour Office to provide a basis for the international comparison of occupational data and to afford guidance to countries wishing to develop or improve their systems of occupational classification.²

Preparation.

This classification is the result of a number of years of work by the International Labour Office, which has at every stage systematically consulted the governments and interested agencies and sought the counsel of occupational specialists throughout the world. In particular, its preparation was actively assisted by the International Conference of Labour Statisticians, which meets under the auspices of the International Labour Organisation. In 1949, the Seventh Conference recognised nine "major groups" of occupations; these, with certain modifications, constitute the basic framework of the present system. The Eighth Conference (1954) adopted a provisional list of minor groups. Three years later the Ninth Conference endorsed the major, minor and unit groups of the present

¹ See *Industry and Labour*, Vol. XIX, No. 1, 1 Jan. 1958, p. 23.

² I.L.O.: *International Standard Classification of Occupations* (Geneva, 1958), v+238 pp. Price: \$3.50; 21s.

system and urged countries to make occupational information available in conformity with the resulting classification.¹

An important contribution to the development of an international standard classification usable for both statistical and placement purposes had been made earlier, when the *International Classification of Occupations for Migration and Employment Placement* (I.C.O.M.E.P.), drawn up by the International Labour Office in co-operation with the Organisation for European Economic Co-operation, was published in 1952. For the benefit of governments which have framed their national occupational classification systems on the lines followed by the I.C.O.M.E.P., the I.L.O. has prepared a conversion table (available on request) which shows the relationship between the two systems.

Purpose of the Classification.

The main purposes of an international classification of occupations are—

(a) to facilitate international comparisons of statistical data originating at the national level; if the proposed system is to operate successfully each country will have to identify the national occupational categories (or parts or combinations of categories) which are comparable to the categories employed in the international classification—in other words it will have to establish convertibility to the I.S.C.O.;

(b) to give guidance to governments wishing to develop or revise national occupational classification systems; and

(c) to serve as a means of identifying specific national occupations of international interest.

Basis and Structure of the Classification.

For the classification of individuals according to the industry in which they are employed there is a separate international standard classification, viz. *The International Standard Industrial Classification of All Economic Activities*², while for the classification of individuals by status a minimum standard list of groups has been recommended by the United Nations Statistical Commission.³ Moreover, it ignores to a great extent occupational qualifications as such and may well prove an unsuitable instrument for examining them. There are two reasons for this: firstly, occupational qualifications are not absolute, and secondly, their measurement is frequently a matter of judgment. Generally speaking, separate unit groups are not provided where the numbers of workers covered would be small in all countries, although exceptions are made for key occupations.

Basic Components of the System.

The *International Standard Classification of Occupations* consists of three inseparable basic components, namely code numbers, titles and definitions. As the structure of the classification is based primarily on the nature of the work done, the code number and title of an occupation or group must obviously not be considered separately from the corresponding definition, which defines the scope and content of the occupation or group concerned.

Coding. The decimal coding system employed facilitates understanding of the general structure of the classification and reflects the relationships between occupations and groups of occupations. In the classification structure, all civilian occupations are divided into ten major groups, includ-

¹ "Proceedings of the Ninth International Conference of Labour Statisticians", in *International Labour Review* (Geneva, I.L.O.), Vol. LXVI, No. 3, Sep. 1957, p. 278.

² United Nations: *International Classification of All Economic Activities*, Statistical Papers, Series M, No. 4 (Lake Success, N.Y., 1949).

³ Idem: *Principles and Recommendations for National Population Censuses*, Statistical Papers, Series M, No. 27 (New York, 1958).

ing the supplementary major group X (Workers Not Classifiable by Occupation). Members of the armed forces are included in a separate group. The complete list of major groups is as follows :

Code No.	Title
0	Professional, Technical and Related Workers.
1	Administrative, Executive and Managerial Workers.
2	Clerical Workers.
3	Sales Workers.
4	Farmers, Fishermen, Hunters, Loggers and Related Workers.
5	Miners, Quarrymen and Related Workers.
6	Workers in Transport and Communication Occupations.
7/8	Craftsmen, Production Process Workers, and Labourers Not Elsewhere Classified.
9	Service, Sport and Recreation Workers.
X	Workers Not Classifiable by Occupation.
—	Members of the Armed Forces.

These major groups are divided into 73 major groups, which are in turn made up of 201 unit groups. The major, minor and unit groups constitute the international classification endorsed by the Ninth International Conference of Labour Statisticians. Finally, the unit groups are subdivided into occupations, of which there are 1,345 in all.

Definitions. As the basis for the identification of occupations for the purposes of the I.S.C.O. is the type of work involved, the definition of each basic category in the classification (i.e. each occupation) is expressed in terms of the work performed. The definition of each occupation begins with a short statement outlining the general function of the worker, followed by a description of the major duties carried out. The description of the major duties explains what is done and how, mentioning the method followed and, where relevant, the materials, equipment and tools used; the purpose of the work is stated when not otherwise apparent. The definition may also mention possible variations in the way in which the work may be performed in different establishments or industries and duties which are performed by some workers in the occupation concerned but do not usually constitute a duty inherent in that occupation.

Occupational titles. The titles of the occupations and groups of occupations are rendered in descriptive form in order that they may be widely understood in the different regions of the world. Account has been taken of common usage, although in many cases the wide variations in national practices and terminology have made an arbitrary choice unavoidable. The titles, therefore, should not be regarded as more than a convenient nomenclature suggestive of the nature of the occupations included in each category. To identify positively the types of workers covered reference must be made to the definitions.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES

NINTH (SPECIAL) SESSION OF THE UNITED NATIONS REFUGEE FUND EXECUTIVE COMMITTEE

For a note on the Ninth (Special) Session of the United Nations Refugee Fund Executive Committee, see below, page 63.

ESTABLISHMENT OF A UNITED NATIONS SPECIAL FUND FOR THE ECONOMIC DEVELOPMENT OF UNDERDEVELOPED COUNTRIES

On 14 October 1958 the United Nations General Assembly at its Thirteenth Session adopted a resolution calling for the establishment of a Special Fund for the Economic Development of Underdeveloped Countries.¹

Background.

The United Nations have always given the most careful attention to all measures calculated to speed up the economic growth of countries with substandard living conditions. However, neither the Expanded Programme of Technical Assistance nor the other programmes of the United Nations or the specialised agencies appear fully to have met certain urgent needs. The General Assembly therefore gave consideration at its Thirteenth Session to a programme calling for the establishment of a Special Fund to enlarge the scope of the existing technical assistance programmes.² A special preparatory committee was set up to study the question, and the decision taken by the General Assembly is based on its recommendations.³ The establishment of the Fund is viewed as a significant step forward in the work of assistance to the less developed countries carried out by the United Nations. It is expected to speed up the economic development of such countries and to facilitate new investments of all types by creating conditions which will make such investments either feasible or more effective.

Purpose of the Fund.

The purpose of the Fund, as defined in the resolution, is to provide systematic and sustained assistance in fields essential to the integrated technical, economic and social development of the less developed countries. The Fund will assist projects in a wide variety of fields, namely resources (including the assessment and development of manpower), industry (including handicrafts and cottage industries), agriculture, transport and communications, building and housing, health, education, statistics and public administration. However, in view of the prospective resources available in the initial stages, it is suggested that the projects to be assisted might

¹ United Nations General Assembly, Thirteenth Session, Agenda Item 28 (a) : *Resolution Adopted by the General Assembly—Establishment of a Special Fund*, Doc. A/RES/1240(XIII), 15 Oct. 1958 (mimeographed).

² Idem : *Report and Recommendations of the Preparatory Committee for the Special Fund*, Doc. A./3908, 15 Sep. 1958, Annex II, Resolution 1219 (XII).

³ Idem : *Report of the Second Committee*, Doc. A./3947, 13 Oct. 1958 and Corr. I.

be in one or a combination of the following forms : surveys ; research and training ; and demonstration, including pilot projects. The Fund may assist these by providing staff, experts, equipment, supplies and services, as well as by the establishment of institutes and demonstration centres, plants or works. In principle, the assistance is non-reimbursable but the Governing Council of the Fund will be authorised to consider allocating a certain percentage of the resources of the Fund for assistance on a reimbursable basis.

Establishment of Programmes.

In establishing programmes, a number of criteria and principles set out in the resolution are to be taken into account. In particular, the Fund will concentrate so far as practicable on relatively large projects and avoid dispersal of its resources over a great number of small projects. While due consideration will be given to the urgency of the needs of the requesting countries, the projects to be undertaken will be those most likely to lead to early results and to have the widest possible impact on the development of the countries concerned, particularly by facilitating new capital investment. The projects will be devised in such a way as to facilitate transfer as soon as practicable of the responsibilities of the Fund to the assisted countries. Finally, the budget need not be adopted on a strict annual basis ; projects may be approved for the period of time needed for their execution, even if more than one year. Of course, the assistance furnished must not be a means of foreign economic and political interference in the internal affairs of the country or countries concerned and must not be accompanied by any conditions of a political nature. In selecting projects, due consideration is to be given to the need for effective co-ordination with other national or international development programmes.

Organisation and Management.

The Special Fund, as an organ of the United Nations, is to be administered under the authority of the Economic and Social Council and of the General Assembly. It will be managed by a Governing Council, a Managing Director, assisted by a comparatively small staff, and a Consultative Board.

The Governing Council. The Governing Council is composed of representatives of 18 States, which must be members of the United Nations, or of one of its specialised agencies (or of the International Atomic Energy Agency). The members are appointed for three years by the Economic and Social Council : one-third of the seats are renewed each year. The members must be chosen so as to ensure equal representation for the economically more developed countries (having due regard to their contributions to the Special Fund) and for the less developed countries. The Governing Council will provide general policy guidance on the administration and operation of the Fund, and has final authority to approve the projects and programmes recommended by the Managing Director, as well as to supervise their execution. Each year it will make a report to the Economic and Social Council, which will transmit it with its comments to the General Assembly.

The Governing Council will make appropriate arrangements in its Rules of Procedure for the representation of the specialised agencies, the International Atomic Energy Agency and the Executive Chairman of the Technical Assistance Board. In so doing it must take due account of the practice followed by the Economic and Social Council.

The Managing Director. A Managing Director appointed for a term of not more than four years and eligible for reappointment will have over-all responsibility for the operations of the Fund, with sole authority to recommend to the Governing Council projects submitted by governments. Each project must be accompanied by an evaluation of the benefits expected to be

derived by the requesting country or countries ; a summary of its technical evaluation ; a proposed budget showing the financial implications of the project in their entirety, including the costs to be borne by the recipient government ; a draft agreement with the requesting government or governments ; and, where appropriate, a draft agreement with the agent or agents responsible for execution of the project.

The Managing Director participates in the work of the Technical Assistance Board and will maintain continuing relationships with other specialised agencies concerned with the activities of the Fund, and with the International Atomic Energy Agency.

The Consultative Board. A Consultative Board composed of the Secretary-General of the United Nations, the Executive Chairman of the Technical Assistance Board and the International Bank for Reconstruction and Development or their designated representatives will advise the Managing Director in the examination and evaluation of contemplated projects. The specialised agencies and the International Atomic Energy Agency may be invited to send representatives to the meetings of the Consultative Board when projects falling mainly within their fields of activity are considered.

Procedure.

Projects will be undertaken only at the request of a government (or governments) eligible to participate in the Special Fund. The Managing Director, who is empowered to make recommendations on requests for assistance, must normally rely on the facilities of the Technical Assistance Board, the United Nations, the specialised agencies and the International Atomic Energy Agency. Where these facilities are insufficient he may call on other organisations, private undertakings or independent experts.

So far as possible the execution of projects will be entrusted to the United Nations, the specialised agencies or the International Atomic Energy Agency ; however, the Managing Director may, where necessary, and subject to the same conditions as above, resort to the services of other public or private organisations or to independent experts.

Financing.

The financial resources of the Special Fund consist of the voluntary contributions of member States of the United Nations, the specialised agencies or the International Atomic Energy Agency. The Fund is also authorised to receive donations from non-governmental sources. The contributions must be paid in currency readily usable by the Fund. Contributions must be made without limitation as to their use by a specific agency or in a specific recipient country or for a specific project. In keeping with the practice of the Expanded Programme of Technical Assistance, the recipient governments will normally bear part of the expenses of the projects, at least that part payable in national currency. This general rule may nevertheless be waived in certain exceptional cases.

Even before the adoption by the General Assembly of the resolution establishing the Special Fund a number of governments had stated their willingness to make voluntary contributions.¹ Out of a total of 26 governments which stated their position in this regard, six could not at the time contribute owing to their economic situation. On the other hand, three governments specified the amount which they would be prepared to contribute to a total fund of \$100 million, namely the United States which, subject to congressional approval, pledged \$38 million, the Netherlands (\$3.3 million), and Turkey, which stated its willingness to pay a contribution proportionate to its present contribution to the United Nations Expanded Programme of Technical Assistance.

¹ *Report and Recommendations of the Preparatory Committee for the Special Fund*, op. cit., p. 12.

ANNUAL MEETINGS OF THE INTERNATIONAL MONETARY FUND, THE WORLD BANK AND THE INTERNATIONAL FINANCE CORPORATION

The annual meetings for 1958 of the Boards of Governors of the International Monetary Fund, the International Bank for Reconstruction and Development (the "World Bank") and the International Finance Corporation were held from 6 to 10 October in New Delhi.¹

In the speeches made to the meetings two themes predominated: the effect of the recession in industrial countries on world trade and investment, and the problems of the underdeveloped countries. Both Mr. P. Jacobsson, Managing Director of the International Monetary Fund, and Mr. E. R. Black, President of the World Bank, suggested that they could give more effective aid in resolving the difficulties of member countries if the resources available to their organisations were increased.

Proposals to increase each country's quota in the Fund, and to increase subscriptions to the World Bank, are now being studied by the member governments, and it is hoped that the increases will be put into effect by the time of the next annual meetings in September 1959.

The International Monetary Fund.

Membership. Five new members joined the Fund in the past year, making a total membership of 70 countries.

Recent activities. Since the last annual meeting, many countries have passed from a period of boom to one of economic recession. In the first half of 1958, world trade declined by about 6 per cent. in value and 2 per cent. in volume compared with the same period of 1957, mainly because of a decline of 18 per cent. in the exports of the United States. In the rest of the world, the industrial countries have on the whole not suffered from a reduction in their exports. As a result, and aided by policies of restraint in their domestic economies, the industrial countries as a group have been able to draw gold and dollars from the United States and thus build up their reserves. From September 1957 to June 1958, the group of industrial countries other than the United States increased their holdings of gold and dollars by about \$2,400 million. This helped them to maintain relatively liberal trade policies and even in some cases to further reduce trade barriers.

However, the industrial countries have also greatly benefited from the fall in the prices of the primary products which they import. Correspondingly, many countries producing primary products have suffered declines in the value of their exports and their previous balance-of-payments problems have been aggravated. The Fund has given assistance to a number of countries in this position, mainly in Latin America, to help them to stabilise their balances of payments, both seasonally and in the longer run.

From its inception until September 1958, the Fund has made available drawings and standby arrangements to the amount of \$4,000 million. Of this, \$3,600 million was made available in the last two years. Very large drawings were made during a period of world-wide boom, and it is only reasonable to suppose that there will also be heavy demands on the Fund during recession periods. The conclusion is that the Fund must be prepared to meet individual exchange crises at any time, sometimes allowing very

¹ International Monetary Fund: *International Financial News Survey* (Washington, D.C.), Vol. XI, No. 16, 17 Oct. 1958. For notes on the Twelfth Annual Report of the World Bank (1956-57), and the First Annual Report of the International Finance Corporation, respectively, see *Industry and Labour*, Vol. XIX, No. 2, 15 Jan. 1958, p. 45; and *ibid.*, No. 3, 1 Feb. 1958, p. 81.

large drawings to one or two countries, as happened at the time of the Suez events. Since the resources available to the Fund were set at Bretton Woods in 1944, the value of world trade has increased much more rapidly than was expected at that time. The Fund, therefore, is now relatively less well supplied with reserves than its founders may reasonably have anticipated. At the end of September 1958, its uncommitted balance of gold and of Canadian and United States dollars was \$1,500 million, which must be measured against the \$2,400 million which was drawn or committed on standby arrangements in the 1957 financial year alone.

Resolution. At New Delhi, the Board of Governors of the Fund passed a resolution inviting the Executive Directors "promptly to consider the question of enlarging the resources of the Fund". The amount of the increase, if accepted by the vote of four-fifths of the member governments, will probably be about 50 per cent. of present quotas. There was little support at the meeting for other methods of increasing international liquidity.

The International Bank for Reconstruction and Development.

Membership. The World Bank gained five new members during the past year; its total membership is now 68.

Recent activities. In 1957-58 loans reached the record total of \$711 million, an increase of 75 per cent. over the average for the three previous years. Uses to which the loans are to be put are as follows: transport, \$322 million; electric power, \$242 million; industry, \$107 million; and agriculture, \$40 million.

Geographically, the share of Asia increased compared with previous years, and Asia has now received more aid from the Bank for development purposes than any other region, as shown in the accompanying table.

LOANS FROM THE WORLD BANK FOR ECONOMIC DEVELOPMENT, 1957-58,
WITH TOTALS TO DATE
(In millions of dollars)

Continent or region	Amount of loan in 1957-58	Totals to date
Africa	112	479
Asia	379	948
Australia	—	318
Europe	99	689
Latin America	121	798

Source: *International Bank for Reconstruction and Development: 13th Annual Report, 1957-58* (Washington, D.C., 1958).

The high rate of lending was matched by record borrowings of \$650 million during the year. As in previous years, the largest proportion—\$375 million—was obtained from the United States capital market; but the Federal Republic of Germany increased its importance as a supplier of development capital with a loan to the World Bank of \$250 million by the *Deutsche Bundesbank*.

In the early years of the World Bank's existence, lending was restricted by a lack of suitable projects, and sometimes by weaknesses of fiscal management in countries which wanted loans. But the day is now approaching when, unless its resources can be considerably increased, the Bank will have to reject sound applications for assistance because of lack of funds. Moreover,

some countries, though still short of capital, are approaching the limits of their ability to service debt in scarce foreign exchange. An increase in the Bank's resources, as has been proposed by the President of the United States and by the British Commonwealth Finance Ministers' meeting in Montreal, would be of great help, but there is a need for new supplies and sources of development capital which may have to be met in part by new international organisations.

The International Finance Corporation.

The International Finance Corporation, which has 57 member countries, shares with private investors in the financing of projects undertaken by private enterprise in underdeveloped countries. After two years of operation some \$11 million has been committed by the Corporation to 11 projects in six countries, and private investors have contributed a further \$39 million.

An International Development Agency.

It is proposed to set up a body to be called the International Development Agency, which would make loans to underdeveloped countries in hard currencies, but would accept interest on the debt in the currency of the borrowing country, thus easing the balance-of-payments problems of countries which are attempting to speed up their economic growth by borrowing from abroad. Proposals regarding the establishment and the scope of activities of the Agency are still under consideration.

NORDIC COUNTRIES' "CONTACT CONFERENCE" ON SUPERVISORS' PROBLEMS

For a note on the Nordic Countries' "Contact Conference" on Supervisors' Problems held at Saltsjöbaden (Sweden) on 8 and 9 September 1958, see below page 60.

SOCIAL AND ECONOMIC POLICY

NEW "PADDY LANDS ACT" IN CEYLON

On 1 February 1958 a second Paddy Lands Act, which brings up to date the legislation respecting the landlord-tenant relationship on paddy lands in Ceylon, was promulgated.¹

Background.

An Act for the regulation of the landlord-tenant relationship on paddy lands in Ceylon was first passed in 1952 and put into effect on a trial basis in the districts of Batticaloa and Hambantota in 1953. This Act was found to be defective in its application and could not be universally administered. Consequently a second Act also known as the Paddy Lands Act was promulgated in February 1958, in all respects a more comprehensive piece of legislation than the Act of 1952.

¹ Parliament of Ceylon, 2nd Session, 1957-58 : Paddy Lands Act, No. 1 of 1 February 1958.

Scope of the New Act.

The 1958 Act is concerned mainly with the landlord-tenant relationship and the fixing of rents and wages. It also contains provisions for establishing "cultivation committees" and "boards of review", and prescribes the powers and duties of the Commissioner of Agrarian Services and his deputy commissioners and assistant commissioners. Certain provisions in the Act are effective immediately, whereas the rest of the Act comes into operation in each administrative division of the country by special notification in the *Ceylon Gazette*.

Provisions with Immediate Effect.

The following provisions have come into effect immediately :

(a) No tenant-cultivator may be evicted without formal approval of the Commissioner of Agrarian Services (or his deputies or assistants).

(b) The Commissioner may order an inquiry into any eviction and may have the former tenant-cultivator reinstated.

(c) Title to paddy land may be vested only in the possession of citizens of Ceylon, except with the approval of the Commissioner.

(d) The Commissioner may refer any matter to a magistrate for action.

(e) All appeals are to be made to a board of review, the decision of the board being final and irrevocable in any court of law.

(f) The Act prescribes the following penalties for non-observance : a fine not exceeding 500 rupees or, in default of payment, a term of imprisonment not exceeding one month.

Provisions with Delayed Effect.

The above provisions came into effect immediately on the promulgation of the Act, whereas Parts I to V, described below, become effective in each Administrative District on a date to be notified by the Minister.

Tenants' rights and privileges. Parts I and II of the Act determine the rights, privileges and obligations of tenants and the procedure for fixing the rents and wages of agricultural labourers. Thus, a tenant-cultivator of paddy land has the right of occupation and cannot be evicted "notwithstanding anything to the contrary in any oral or written agreement". The landlord cannot interfere in the use of the land by the tenant-cultivator or demand rent in excess of the amount fixed under the Act. For the purposes of the Act, a subtenant also has the rights of a tenant, irrespective of the term of contract between the landlord and the lessee. Similarly, the rights of a tenant-cultivator are not affected in any manner by the sale, transfer or disposal of paddy land by the landlord for, in the words of the Act, "the rights of the tenant-cultivator shall not be sequestered, leased or sold in execution of a decree".

The landlord can request, within five years of the promulgation of the Act, that land not exceeding five acres be transferred to him for owner-cultivation. The tenant-cultivator thereby affected must vacate the holding within two years of the date of the order, after receiving compensation from the landlord. The holding may revert back to the cultivator if it is found that the landlord is not cultivating the land himself.

The tenant-cultivator has the right to nominate a successor, and if he dies without having named one the rights devolve on his spouse or next-of-kin. The person who inherits the right of cultivation must be accustomed to paddy cultivation, failing which the "cultivation-committee" can set aside his nomination. If the right of succession does not fall on the surviving spouse of the deceased, the person who actually succeeds to the paddy land must pay her a lump sum (in cash or kind) equal to one-quarter of the gross annual income (excluding rent) from the land, for the last three years. Where a tenant-cultivator dies without leaving a successor the cultivation

committee can grant the right of cultivation to a suitable person after notifying the landlord. The latter may, within 30 days of such notification by the committee, claim his rights of owner-cultivation for an area not exceeding five acres.

With respect to land which is currently cultivated by agricultural labourers, the cultivation committee may turn the labourers' status into that of tenant-cultivator, unless the land is cultivated by the landlord with the assistance of hired labourers since before 12 April 1956, and where a reasonable standard of efficiency of production has been maintained.

If the Commissioner is not satisfied with the tenant-cultivator's standard of cultivation he may bring the land under supervision, and during the period of supervision the Commissioner or his deputy must be allowed to inspect the land and give directions for cultivation. If there is no improvement in cultivation within a reasonable period the Commissioner may order the tenant-cultivator to vacate the land (he cannot do so, however, before three months have elapsed since the supervision orders were first issued). A person who is dispossessed of land on the grounds of inefficient cultivation will not be entitled to compensation.

Wages and rent. Wages for agricultural labourers are fixed under the Act by the cultivation committee and are compulsory for all employers. The Commissioner also determines from time to time, by notification in the *Ceylon Gazette*, the rent to be paid by the tenant-cultivator, which may not exceed 15 bushels per cultivated acre or one-quarter of the total yield of paddy, whichever is less, the rent being payable either in cash or kind. The rent in cash is the equivalent in money of the rent payable in paddy, reckoned on the price fixed for the time being for paddy of the same description and published by the Commissioner in the *Ceylon Gazette* for the purpose of the Government's guaranteed price scheme.

The rent is payable on or before the thirtieth day after the harvesting of the crop and the landlord or the cultivation committee is required to give a receipt to the tenant-cultivator for payment. Simple interest at the usual rate is to be charged on arrears of rent. The tenant-cultivator cannot be evicted by the landlord for non-payment of rent on a particular piece of land, but all the produce from that land is deemed to be mortgaged to the landlord. The Commissioner may issue a warrant for the seizure and sale of such produce and for payment to the landlord of the amount due to him out of the proceeds. The cost of seizure and sale must be deducted from the proceeds of the sale. The rent payable by the tenant-cultivator may be reduced by order of the cultivation committee if there is a total or partial harvest failure in a particular year.

The cultivation committees. Part III of the Act is concerned with the election and constitution of the cultivation committees. These committees consist of a prescribed number of elected members together with a government officer or officers appointed by the Commissioner. Three out of every four of the elected members are elected by "qualified cultivators" and one out of every four by "qualified owners". The term of office of the elected members is one year, after which a new committee must be chosen.

The government officials appointed by the Commissioner have no vote. The committee elects a chairman, a secretary and a treasurer from amongst the qualified cultivators' representatives. ("Qualified owners" and "qualified cultivators" are defined in the Act.)

The cultivation committee must keep a register of owners, owner-cultivators, tenant-cultivators, collective farmers and agricultural labourers, and issue to each of them a certificate specifying his status. This status may be revised from time to time and submitted to the Commissioner for approval. The certificate is accepted as conclusive evidence in determining the status of any person in the area connected with paddy production.

The cultivation committee is a body corporate with perpetual succession and a common seal. It has the power to acquire, lease, hire, mortgage, sell

and otherwise dispose of property, to institute and defend suits and other legal proceedings, to enter into contracts and do all the things necessary to exercise its powers and perform its duties. The committee has the power to promote the improvement and development of the cultivation of paddy ; to prescribe the wage rates of agricultural labourers ; to impose and collect charges or fines from landlords and tenant-cultivators, and to collect rents, repayments on loans, etc. It can demand information concerning deeds or other documents from landlords.

The committee is required to prepare and submit to the Minister schemes for increasing the efficiency of cultivation of paddy lands, for the consolidation of holdings, and for the establishment of collective farms for paddy cultivation. It must develop and maintain irrigation works and collect irrigation rates and perform the duties of "irrigation headman". It may utilise money collected to defray expenses incurred in the performance of its duties. The committee can grant the tenant-cultivator title to land not exceeding five acres in area. Finally, it can guarantee the repayment of the principal and interest on a loan granted by a co-operative society to the cultivator for the purpose of cultivation. In the case of such a guarantee, the Act states that all the produce from the land, shall, so long as the guarantee exists, be deemed to be mortgaged to the committee. Any sum paid by the committee in fulfilment of such a guarantee may be recovered as if it were a debt due to the Crown.

Powers and duties of the Commissioner. Part IV deals with the powers and duties of the Commissioner of Agrarian Services (most of which are extended to his deputies and assistants). The Commissioner is empowered to settle any dispute as to whether a particular piece of land is "paddy land" within the meaning of the Act. He may also settle disputes concerning certificates of status issued by a cultivation committee. He supervises the drawing up and the maintenance of the "status registers" of agriculturists in each particular area and inspects them from time to time. He may preside at any meeting of the cultivation committee, but cannot vote. He can order in writing the requisition (for use in the cultivation of paddy land only) of any tractor, agricultural implement, buffalo, or other equipment, and fixes the amount of reasonable compensation to be paid to the owner. He can hire to the cultivator any equipment or animal required by him on payment of a reasonable sum as hire charges. He may inspect any land and order the owner or person in possession to furnish information as to title or require the person to produce any deed or document relating thereto ; he may also inspect the books and records of the cultivation committee. He may prepare and submit to the Minister schemes for the consolidation of paddy land holdings and for the establishment of collective farms for paddy cultivation.

General provisions ; loans ; hire of equipment. Part V contains general provisions concerning loans granted by the landlord to the tenant-cultivator and the interest to be paid on such loans. It lays down the procedure for the hire of tractors, agricultural implements, buffalos or other requisites.

All moneys owed to the cultivation committee may be recovered as Crown debts by enforcement of a mortgage on the produce of the land.

Compulsory acquisition. Provision is provided for compulsory acquisition of paddy lands by the cultivation committee. The compensation paid is equal to the annual rental value of the land multiplied by ten ; the Crown may also acquire and dispose of any paddy land offered by the owner to the Crown for purchase.

Crops. Paddy land will be cultivated with paddy, or between the paddy seasons with other food or fodder crops or with any other crop if cultivation is authorised by the Commissioner.

Appeals procedure. A review board will be appointed by the Minister for hearing and determining all appeals made under the Act. The board has the right to vary or confirm a decision taken by the Commissioner. An order of the board is usually final, except in some cases where an appeal exists to a higher authority. A person charged with non-compliance of orders of the Commissioner or of the review board can be brought for trial before a magistrate, and is liable to a fine not exceeding 500 rupees or imprisonment for not more than one month.

MANPOWER

NORDIC COUNTRIES' "CONTACT CONFERENCE" ON SUPERVISORS' PROBLEMS

On 8 and 9 September 1958 the representatives of the leading employers' and supervisors' organisations of all the Nordic Countries except Iceland (i.e. Denmark, Finland, Norway and Sweden) met for a "contact conference" at Saltsjöbaden, near Stockholm, to discuss questions of mutual interest in regard to the status, conditions of work and training of supervisors in industry.¹

Agenda.

After introductory speeches by the two Chairmen, the Vice-Director of the Swedish Employers' Confederation and the Chairman of the Swedish Foremen's Association, the Conference discussed the following subjects :

- (a) The right to collective bargaining and the form in which negotiations take place.
- (b) The recruitment, selection and training of foremen.
- (c) The rewards of supervisory work.
- (d) The responsibilities of the foreman and the legal liability falling upon him.

Purpose of the Meeting.

The purpose of the meeting was to give an opportunity for employers' representatives and leaders of supervisors' trade unions to learn from one another's experience and to exchange views in a small group. It follows from these objectives that no conclusions were arrived at by the meeting.

Collective Bargaining.

The discussion on the right to collective bargaining and the form in which negotiations should take place was opened by a Director of the Norwegian Employers' Confederation who first stressed the fact that Sweden was the only one of the Nordic Countries where the right to collective bargaining and the obligation to enter into such negotiations were guaranteed by law. The legislation in this field was, however, supplemented by an extensive network of collective agreements in the other Nordic Countries.

The discussion brought out the fact that the norms and forms according to which collective bargaining takes place were very largely founded on practice. Several speakers said that the obligation to enter into negotiations

¹ Sveriges Arbetsledareförbund : *Arbetsledaren* (Stockholm), No. 13, 1958, pp. 472-479.

was a consequence of the right to organise, and that various groups of employees had won an influence over management decisions which was considerably stronger than had originally been intended. On behalf of the foremen's trade unions, it was stated that these were eager to solve the existing problems in close co-operation with the respective employers' organisations. It was pointed out that the attitude of one party in negotiation often depended considerably on the attitude adopted by the other. Agreement as such was of no value unless both parties were convinced of its value and of the necessity to implement the text agreed to.

Recruitment and Training of Supervisors.

The Director of the Swedish Institute for Foreman Training, which is run by the Swedish Employers' Confederation, and members of the staff of the Swedish (employer-sponsored) Council for Personnel Administration introduced the discussion on questions regarding the recruitment and training of supervisors. The Director of the Institute first stressed the fact that a supervisor today must be a leader, a production man and a technician, and that this was the basis for the training plan used in the Institute. He spoke of the necessity for higher management to give the new and newly trained supervisor the right support, and for information about various aspects of the work of the undertaking to be communicated through the supervisory groups to the workers. The research workers from the Council of Personnel Administration reported upon the tests on candidates for supervisory positions, which have so far been tried on about 8,000 candidates. About 2,000 candidates are tested each year, and the methods used are correlated to the results achieved by those appointed as supervisors, in their work after promotion.

The discussion touched on the problem of the satisfaction of the supervisor in his work and his need for appreciation of his work by higher management. The necessity for authority and responsibilities to be correlated was stressed, and also the general tendency to give back to the supervisors some of the functions which had previously been taken away from them and placed in staff departments. The speakers generally dwelt on the importance of correct recruitment, selection and training, and the need for undertakings to keep a constant check on their future needs for supervisory staff, so that management should not be faced with the need for taking emergency measures whenever a post has to be filled urgently.

The participants from Finland spoke of their efforts to give not only supervisors but also the key representatives of the workers an orientation course about the importance of leadership and of supervisory functions, and the problems faced by supervisors in their work. Good results have been achieved in these orientation courses, and there were more applicants than openings available at the courses. The problem of training supervisors for small-scale industry was also referred to in discussion, and it was stressed that steps should be taken, as has been done in Finland and Sweden, to organise supervisory training in residential courses and decentralise the activities in regard to the selection and testing of candidates for supervisory training. It was pointed out by the experts that, notwithstanding the size of the undertaking, supervisors needed, during their training, to get out of their ordinary surroundings and attend a course where they could feel free from their ordinary duties and concentrate on their own development. Supervisors from large undertakings also needed to get in touch with colleagues from smaller ones, especially those where there was only one type of production being carried on.

The Rewards of Supervisory Work.

The discussion on the rewards of supervisory work was introduced by the Director of the Danish Employers' Confederation and the Chairman of the Swedish Foremen's Association. The Danish employers' representative spoke of the necessity for management to establish clearly the purpose and

goals of the supervisor's work. The manager must review the way in which work is organised in the undertaking and find answers to the question "what should a manager do and what should he delegate to the supervisors"? The manager must clarify the field of work and the authority which the supervisor should have, the lines of communication and the content of the communications to be given to the supervisor, and through him to the worker, as well as relations with the staff organisation and with the other employees. The supervisor, he said, was the representative of the employer in the daily life of the undertaking; the worker often looked on the supervisor as "the employer". The Danish general agreement on co-operation between employers and workers stressed this relationship between supervisors and management by speaking only in terms of management and workers, and not making any special reference to supervisors, who are considered part of management. Before a meeting in a joint committee, the employer should get the supervisors together and discuss the problems with them before they are submitted to the discussion of the joint committee. After the joint committee meeting the employer should once again meet his supervisors and discuss the results with them, particularly with regard to the implementation of the decisions. The supervisor should not be placed in the position of receiving his information from any other source before he receives it from his superiors. The Danish employers' representative finally recommended regular conferences between management and supervisors.

The Swedish employers' representative pointed out that the position of the supervisor created particular problems, both for himself and for those around him. Research already carried out had shown that the supervisor is occupied with many different things and that few people have a real knowledge of the variety of duties which fall to him. In his opinion the full consequences of this had not yet been realised in the form of ensuring adequate salaries for supervisors as one of the means of finding the right men for these positions. A supervisor's starting salary, the speaker continued, was sometimes so low that the best man abstained from seeking promotion for this reason. The same speaker also stressed the fact that all, nowadays, were agreed that the supervisor was part of management and was the representative of management at the workplace.

Responsibilities of the Foreman.

A representative of the Norwegian Supervisors' Trade Union said that the basis for selection of supervisors was first of all a high degree of skill in the trade. Consequently the newly appointed supervisor must go through a difficult adaptation process, and receive further training supplementing his previous basic trade training. It should be generally recognised that the supervisor had more extended responsibilities than the worker, and that his appointment as supervisor should be considered as a promotion and should bring an increase in salary. In Norway, collective agreements provided that as a rule the foreman's salary should be at least 23 per cent. higher than the average earnings of adult workers in the same undertaking. Discussions about a change in this clause had been opened in Norway but had not yet led to any result.

In the discussion which followed several employers stated that great attention was being given to supervisors' problems in most countries and that considerable investments were being made to give them better opportunities, more so than for any other group. It was also stressed that the question of modifying wage and salary scales to the foreman's advantage was being discussed in many countries, and that in fact the wage development was now more to the supervisor's advantage than before, since the margin between workers' and supervisors' wages was widening. It was also felt that the present progress towards more careful selection and better training would further influence the salary status of supervisors in the long run.

MIGRATION

UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES

NINTH (SPECIAL) SESSION OF THE UNITED NATIONS REFUGEE FUND EXECUTIVE COMMITTEE

The Ninth (Special) Session of the United Nations Refugee Fund (U.N.R.E.F.) Executive Committee was held in Geneva from 25 to 26 September 1958.¹

Attendance.

The session was attended by representatives of all the governments members of the Executive Committee.² The Governments of Sweden, the United Arab Republic and Yugoslavia had sent observers. The International Labour Organisation, the Intergovernmental Committee for European Migration, the Council of Europe and the League of Arab States were also represented by observers. In addition, representatives of a number of non-governmental organisations were present.

Purpose of the Session.

The session had been convened to consider the report of the working party³ established by the Committee at its Eighth Session. This working party had been requested to draw up proposals concerning the action which should be taken by the U.N.R.E.F. Executive Committee to ensure the continuity of international assistance to refugees after the end of the U.N.R.E.F. programme on 31 December 1958.

In accordance with a recommendation of the working party, the question of legal protection had also been placed on the agenda of the Committee. In order to facilitate the Committee's consideration of this question the High Commissioner had submitted to it a memorandum concerning legal protection.⁴

Decisions of the Committee.

The decisions reached by the Committee after consideration of the above-mentioned report and memorandum are summarised below.

Programme of international assistance for 1959. The working party had recommended that the Committee authorise the High Commissioner to plan the implementation, in 1959, of the following programmes of international assistance to refugees: clearance of refugee camps; assistance to European refugees in the Far East (care and maintenance, placement of difficult cases and resettlement in co-operation with I.C.E.M.); establishment of an emergency account to provide limited financial grants to individual refugees; assistance to new refugees in Greece; legal assistance; assistance to non-settled refugees living outside camps. The working party

¹ United Nations, General Assembly: *Report on the Ninth (Special) Session of the U.N.R.E.F. Executive Committee*, document A/AC.79/133, 29 Sep. 1958 (mimeographed). For an account of the Eighth Session of the Committee see *Industry and Labour*, Vol. XX, No. 8, 15 Oct. 1958, pp. 298-302.

² For a list of the governments concerned see *ibid.*, Vol. XVIII, No. 8, 15 Oct. 1957, p. 304.

³ United Nations, General Assembly, U.N.R.E.F. Executive Committee, Ninth (Special) Session: *Report on the First Session of the Working Party on Future International Assistance to Refugees*, document A/AC.79/130, 25 Sep. 1958 (mimeographed).

⁴ *Idem*: *Memorandum concerning Legal Protection*, document A/AC.79/129, 16 Sep. 1958 (mimeographed).

had estimated that an amount of \$4.7 million would cover the most pressing needs for international assistance under these programmes and that additional urgent needs could be met if a total amount of \$6 million were made available to the High Commissioner in 1959.

The Committee requested the High Commissioner to prepare programmes for 1959 involving expenditure up to \$4.7 million on the lines recommended by the working party. It authorised him to plan the implementation in 1959 of these programmes and, where necessary, to submit to the Executive Committee of the High Commissioner's Programme¹ at its first session recommendations for projects to be carried out under the programmes. It further authorised the High Commissioner, in pursuance of General Assembly Resolution 1166 (XII)², to appeal for the funds required for the 1959 programmes and, in so doing, to draw attention to either or both of the above-mentioned amounts (\$4.7 million and \$6 million). The Committee reaffirmed the need to complete the camp clearance programme by the end of 1960 and authorised the expenditure of \$2.9 million on that programme in 1959. It authorised the High Commissioner to grant refugees from camps assistance in respect of rent for a period not exceeding two years in order to facilitate their installation in new dwellings constructed in the Federal Republic of Germany under barracks clearance schemes. The Committee decided to plan the completion over a three year period (1959 to 1961) of the programme relating to European refugees from the Far East and authorised the High Commissioner to transfer to I.C.E.M. any contributions he might receive toward the cost of moving such refugees from that region. Finally, the Committee approved a programme relating to the provision of legal assistance to refugees.

World Refugee Year. During the working party's discussion concerning the possibility of obtaining increased contributions toward the cost of the programme being carried out by the High Commissioner's Office, the representative of the United Kingdom had outlined a proposal for a World Refugee Year which had the support of the United Kingdom Government and of voluntary agencies in the United Kingdom. The main objectives of the World Refugee Year were to be (a) to raise funds for assistance to refugees, through governments, voluntary agencies and the general public and (b) to encourage further opportunities for permanent solutions for refugees.

The above-mentioned proposal had been passed on to the Committee with the endorsement of the working party. The Committee decided to support the proposal and requested the High Commissioner "to bring it to the attention of the 13th Session of the General Assembly as a practical means of securing increased assistance for refugees throughout the world, in accordance with the wishes and needs of each country".

Legal protection. The memorandum submitted by the High Commissioner described the nature and purpose of the work carried out by his Office in respect of the legal protection of refugees and drew attention to the need for intensifying this work.

The Committee recommended that the High Commissioner should increase his activities in the field of legal protection. Detailed budgetary estimates covering, *inter alia*, the cost of such an increase should be submitted to the Executive Committee of the High Commissioner's Programme in the course of 1959 and an increased budgetary allocation in respect of legal protection should subsequently be sought from the competent United Nations committee.

¹ For information regarding the establishment, functions and membership of this Committee see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 135 and Vol. XX, No. 8, 15 Oct. 1958, pp. 300-301.

² Ibid : Vol. XIX, No. 4, 15 Feb. 1958, pp. 134-135.

First Session of the Executive Committee of the High Commissioner's Programme.

The Committee recommended that the first session of the Executive Committee of the High Commissioner's Programme should begin on 26 January 1959.

MIGRATION POLICY IN ARGENTINA

MIGRATION TO AND FROM THE REPUBLIC IN 1956 AND 1957

In 1956, 32,700 immigrants entered Argentina ¹, representing a decrease of 38 per cent. from the 1955 total of 52,829.²

In 1957 the figure rose to 45,237; this, however, was insufficient to offset the decrease of the previous year.

Countries of Origin and Destination.

Table I shows that, as in 1955, the majority of the immigrants came from Europe (about 85 per cent. in 1956 and 80 per cent. in 1957). Of the Europeans, Italians accounted for about 40 per cent. in 1956 and 50 per cent. in 1957, and Spaniards for 36 per cent. in 1956 and 32 per cent. in 1957.

Migratory movements to the Federal Republic of Germany exceeded those from that country during the two years in question, and in 1956 the balance of migration with other European countries (excepting Italy,

TABLE I. ARRIVALS AND DEPARTURES OF ALIENS, ACCORDING TO AREA OF ORIGIN OR DESTINATION, IN 1956-57

Area of origin or destination	1956			1957		
	Entries	De- partures	Balance	Entries	De- partures	Balance
<i>America :</i>	3,370	4,683	-1,313	6,615	8,041	-1,426
Central and South						
America	1,179	1,906	-724	1,411	1,911	-499
North America . . .	60	93	-33	42	71	-29
Brazil	2,131	2,684	-553	5,162	6,060	-898
<i>Europe :</i>	27,863	16,815	11,048	36,365	16,422	19,943
Germany	1,278	1,479	-201	1,262	1,691	-429
Italy	13,608	6,642	6,966	18,250	7,204	11,046
Portugal	643	241	402	764	366	398
Spain	9,937	3,643	6,294	11,572	4,633	6,939
Other European countries	2,397	4,810	-2,413	4,517	2,528	1,989
<i>Other areas :</i>	1,467	518	949	2,257	566	1,691
Japan	647	21	626	1,258	7	1,251
Total	32,700	22,016	10,684	45,237	25,029	20,208

¹ Ministerio del Interior, Dirección Nacional de Migraciones : *Pasajeros extranjeros de segunda y tercera clase, entrados y salidos por vía ultramar—años 1956/1957* (Buenos Aires).

² *Industry and Labour*, Vol. XVII, No. 5, 1 Mar. 1957, pp. 206-208.

Portugal and Spain) was also negative. This is partly due to the exodus of Russians (20,040 departures as against 121 entries) during the year.

Out of a total of 4,517 emigrants from other European countries in 1957, 1,717 were Hungarian. Japanese immigrants numbered 647 in 1956 and 1,258 in 1957, an increase of about 49 per cent. The emigration of Japanese was practically nil.

Emigration to other American countries continued to exceed immigration from those countries.

Occupational Classification.

In 1956 and 1957, 62 and 61 per cent. of the immigrants respectively had no occupation, most of them being women and children. Of those who did have an occupation, agriculture accounted for about 27 per cent. in 1956 and 24 per cent. in 1951.

TABLE II. NUMBER OF IMMIGRANTS IN 1956-57 CLASSIFIED BY OCCUPATION

Occupation	1956	1957
Agriculturists	3,264	4,236
Bricklayers	290	563
Carpenters	325	490
Entrepreneurs	280	335
Labourers	1,492	2,290
Mechanics	410	811
Milliners and dressmakers	227	442
Salaried employees	1,430	2,122
Teachers	185	382
Traders	1,815	2,176
Others	2,569	3,718
<i>Total with occupation :</i>	12,287	17,565
<i>Total without occupation :</i>	20,413	27,672
Total . . .	32,700	45,237

Classification by Age and Sex.

Most of the immigrants in 1956 were women (about 52 per cent.). During the same year, 24 per cent. of the total were over 50 years of age and 38 per cent. between 20 and 39.

TABLE III. CLASSIFICATION OF IMMIGRANTS BY AGE AND SEX IN 1956

Age group	Men	Women	Total
Under 14	2,738	2,680	5,418
15-19	1,282	1,291	2,573
20-29	3,264	3,759	7,023
30-39	2,564	2,855	5,419
40-49	2,038	2,355	4,393
50 and over	3,720	4,154	7,874
Total . . .	15,606	17,094	32,700

RULES FOR THE ESTABLISHMENT OF FOREIGNERS IN ARGENTINA

A recent Decree (No. 3364, dated 4 August 1958) lays down the conditions under which foreigners established in fact in Argentina since before 1 May 1958 may regularise their status.¹

Background.

The new provisions fill a need which has existed ever since the repeal, by Decree No. 5347 of 21 April 1958², of various provisions issued in 1949 and 1950³, under which persons having entered Argentina before 8 April 1949 and not in possession of papers proving that they were legally established in the country could nevertheless regularise their status. In spite of these provisions, many foreigners failed to apply for such regularisation. Since the above-mentioned date, more foreigners have arrived and staked their future on that of Argentina without establishing legal residence and most of them are now unable to obtain the necessary identification papers or meet the other requirements for doing so, even though they have in fact become members of the national community.

In order to put an end to this state of affairs, it has now been decreed that foreigners who entered the country prior to 1 May 1958 but are unable to give evidence of legal entry or establishment may, within 180 days from the date on which the decree was issued, obtain a regular establishment permit, provided that they comply with certain minimum requirements as regards the proof of their identity and residence in the country.

Decree No. 2274 of 14 August 1958⁴ lists these minimum requirements. It specifies that foreigners in the above-described situation shall present, together with their application for the regularisation of their status, any one of the following documents establishing their identity and the fact of their residence in Argentina :

(a) with respect to identity : birth certificate ; record of summary judicial proceedings ; passport ; identity card or other identification paper delivered by the authorities in the applicant's country of origin or latest residence ; military card or booklet ; or certificate of nationality delivered by the consular authorities of the applicant's country in Argentina ; and

(b) with respect to residence : the passport with which the applicant entered the country, together with the visa of the appropriate migration authority ; control card delivered by the Argentine authorities at the point of entry, together with the document in virtue of which it was delivered ; marriage certificate (if the marriage took place in Argentina) ; birth certificate of any children of Argentine nationality ; certificate of the appropriate social insurance fund relating to the payment of contributions ; or an official record of studies completed within the country.

Exceptionally, any other document which conclusively establishes the identity of the applicant and the fact that he was a resident of the country prior to 1 May 1948 may be accepted.

REORGANISATION OF THE NATIONAL IMMIGRANT SETTLEMENT BOARD

Decree No. 4996, dated 3 September 1958⁵, provides that the Argentine National Immigrant Settlement Board which

¹ *Boletín Oficial*, 66th Year, No. 18717, 20 Aug. 1958, p. 2.

² *Ibid.*, 30 Apr. 1958.

³ See *Anales de Legislación Argentina*, IX-A-1949, pp. 510, 795 and 888 ; and X-A 1950, p. 493.

⁴ *Boletín Oficial*, 66th Year, 5 Sep. 1958.

⁵ *Ibid.*, No. 18737, 12 Sep. 1958, p. 4.

was set up in January 1958¹ is now to become a part, both organically and administratively, of the State Secretariat for Agriculture and Stockraising.

Purpose.

This measure is due to the fact that some of the duties of the State Secretariat are similar to those of the Board, and with a view to avoiding duplication between the functions of the Board and those of the ministry responsible for immigration questions, some of the Board's functions will henceforth be exercised by the Ministry of the Interior, in co-operation with the Secretariat for Agriculture and Stockraising. These functions are the following :

(a) to make proposals for any international agreements required for the attainment of the Board's objectives ;

(b) to represent the Government in certain undertakings, societies and associations in which the State has an interest ;

(c) to encourage, within the country and abroad, the establishment of schemes for immigrant settlement by advertising their advantages and possibilities ;

(d) to secure from national, foreign or international bodies the necessary funds for carrying out the settlement plans approved by the Board ;

(e) to conclude agreements with national or international public or private bodies concerned with the work of the Board on the measures required to implement immigrant settlement plans.

IMMIGRATION POLICY CHANGES IN VENEZUELA

The Venezuelan National Agrarian Institute is readjusting its immigration policy in the light of the country's present needs.²

The first step in this process was the reorganisation of the immigration missions set up in various European countries (Federal Republic of Germany, Austria, Spain—including the Canary Islands—and Italy). A meeting between the new heads of these missions and the Executive Committee of the Institute, attended also by the chief of the Mission of the Intergovernmental Committee for European Migration (I.C.E.M.) in Venezuela and the Immigration Attaché of the Italian Embassy in Caracas, defined the guiding lines of the new policy.

Basic Features.

The new policy will be based on—

(a) medico-social selection of family groups desiring to emigrate to Venezuela ;

(b) employment and police records of applicants ;

(c) a permanent inventory of skilled manpower needs throughout the country, to protect Venezuelan workers from foreign competition ;

(d) a survey of the social problems of immigrant women, and studies of the post-immigration careers of persons entering Venezuela under the immigration laws ; and

¹ See *Industry and Labour*, Vol. XX, No. 4, 15 Aug. 1958, pp. 153-154.

² *Boletín del Instituto Agrario Nacional* (Caracas), 9th Year, Aug. 1958, No. 24, pp. 10-11. See also *Industry and Labour*, Vol. XII, No. 5, 1 Sep. 1954, pp. 253-255.

(e) reorganisation of the national placement service, and co-ordination of its work with that of other governmental or private agencies engaged in similar activities.

Immigration propaganda abroad is to take a more objective line so as not to give the prospective migrant a false idea of Venezuela.

In co-operation with the Ministry of Education, the National Agrarian Institute will also examine the problem of academic credit for studies completed abroad.

Other Measures.

A new inter-ministerial committee has been set up to standardise present immigration laws so as to ensure that all foreigners are governed by the same criteria. It consists of representatives of the Ministry of the Interior, the Ministry of External Affairs, the Ministry of Labour, the Ministry of Development and the National Agrarian Institute. The committee will operate as an independent body attached to the Ministry of Agriculture and Stock-breeding.

A group of specialised officials has undertaken an inquiry into the situation created by foreign migratory movements, particularly from the point of view of the employment of foreign workers; the purpose of this is to ascertain skilled manpower needs and lay down criteria for the selection of prospective European immigrants.

The National Agrarian Institute will continue to co-operate with I.C.E.M. and is now seeking the help of the I.L.O. in connection with the training of migrants.

CONDITIONS OF WORK

NEW REGULATIONS CONCERNING WORK IN MINES AND QUARRIES IN THE UNITED ARAB REPUBLIC (EGYPTIAN REGION)

Act No. 46, concerning the organisation of work in mines and quarries in the Egyptian Region of the United Arab Republic, was approved by the President of the Republic on 24 May 1958 and came into force on 3 June 1958.¹

The main clauses of the Act are summarised below.

Scope.

The Act applies to all persons who work in the mining and quarrying industries. These industries cover prospecting or searching for either solid or liquid minerals, including precious stones, the extraction, refining and processing of crude ore deposits, construction or installation projects and the assembly of apparatus.

Medical Examinations, Safety and Hygiene.

The Act contains clear provisions with regard to medical examinations and the physical fitness required before workers can be taken on for the operations referred to in the Act.

¹ Official Gazette of the United Arab Republic, No. 13, 5 June 1958 (Arabic text only).

Amongst the safety measures which must be taken by the employer or his representative, the Act provides for the establishment of a first-aid "outpost" managed by qualified staff near the workplace and connected by telephone with the main works. In mines or quarries employing 50 workers or more the employer must set up a first-aid post near the entrance to the mine or quarry provided with life-saving equipment where patients can obtain immediate treatment. Where there are a number of mines or quarries, each employing less than 50 workers, all within a radius of 15 miles, they may set up one joint first-aid centre for all. Further measures concern the proper functioning of the mines with particular reference to general security, mine ventilation, workers' protective clothes and equipment, and mine inspection.

The Act makes employers responsible for supplying drinking water inside the mine, installing sanitary fixtures and keeping them clean, and for providing suitable housing and canteen arrangements for workers when the workplace is situated outside a populated area.

Women and Young Persons.

The Act places a general prohibition on the employment of women and of young persons under 17 years of age in underground work.

Hours of Work.

Under the Act hours of work for all workers, whether underground or on the surface, are limited to eight a day. For underground workers this includes the time taken in travelling between the surface and the workplace.

Shifts are to be arranged so that workers do not have to work for more than four hours on end.

Exceptions ; Overtime.

Provisional exceptions for special reasons can be made in the length of working hours when the work concerns the avoidance of an accident or any danger, or the repair of damage, subject to the following reservations : the competent labour inspectorate must receive a report on the situation within 24 hours ; for every hour's overtime workers must be paid time-and-a-half if the work is done before sunset, and double time after sunset.

Workers will be paid time-and-a-half for work on the weekly rest day or public holidays or during annual leave.

Weekly Rest.

Every worker must have at least one rest day a week, for which he is to be paid at half the usual rate.

Paid Annual Leave.

Every worker has the right to 14 days' annual leave, paid at the full rate, after one year's continuous service with the same employer. After ten years' service with the same employer, the leave period is increased to 21 days.

Labour Inspection.

The Act authorises the labour inspectors to visit workplaces and inspect registers and records to ensure that the Act is enforced. In cases of imminent danger inspectors are empowered to order work to be stopped.

Penalties.

Penalties, including fines and imprisonment, are prescribed for offences under the Act.

Administration of the Act.

The Act provides that the Minister of Labour and Social Affairs will issue the necessary orders for its execution.

**PARLIAMENTARY COMMITTEE OF INQUIRY INTO WORKING
CONDITIONS IN ITALY**

A committee set up by the Italian Parliament early in 1955 to inquire into conditions of work in industry has just completed its programme of investigations.¹

Background.

Most of the investigations were actually carried out "on the spot", in industry, but other relevant information was provided by various bodies such as the Ministry of Labour, various social insurance institutions, and some employers' organisations. The results of the committee's inquiries are to be published as soon as all the relevant material has been assembled, and the published reports are expected to provide both Parliament and the various employers' and workers' organisations with a valuable source of objective information on all aspects of conditions of work in industry.

Scope of the Inquiry.

The main subjects on which the committee sought information were the following: works committees; the application of collective agreements and labour legislation; labour disputes and dismissals; home work, contract work by tender and work under fixed-term contract; arrangement of working hours; piece work and task work; apprenticeship; social insurance; occupational safety and health; and human relations.

Method.

The programme of direct investigation covered 13 different regions and 27 provinces. Delegations, each composed of five Members of Parliament, visited over 250 industrial establishments and interviewed more than 5,000 individual workers. Direct information by interview was also sought from employers, members of works committees, representatives of trade unions and of employers' organisations, and members of administrative and technical staffs.

To supplement the information obtained by direct investigation, the Ministry of Labour, social insurance institutions and employers' organisations were asked to make statistical analyses and prepare reports on various subjects. Statistics of labour disputes brought before the Courts of Appeal in Naples, Milan and Turin were also drawn up for the use of the committee, and the Turin Industrial Union and certain large industrial undertakings were requested to prepare monographs on wages. Finally, a group of eminent jurists has been given the task of preparing a complete manual of legal decisions concerned with labour disputes.

Results.

Up to the present, the committee has presented to Parliament six reports dealing, respectively, with the following subjects: works committees; fixed-term contracts; contract work by tender; home work; apprenticeship; jurisprudence. In addition, reports have been prepared on the application of labour legislation; the functioning of labour inspectorates; individual and

¹ Communication from the I.L.O. Branch Office in Rome.

collective labour disputes ; job classification and upgrading ; the application of collective agreements ; the wages situation ; the arrangement of working hours ; and human relations.

As a complement to the reports on the various aspects of working conditions the committee is to publish a classified volume of all collective agreements concluded since 1945.

SOCIAL SECURITY

A. " WELFARE AND PENSION PLANS DISCLOSURE ACT " IN THE UNITED STATES

On 19 August 1958 the United States Congress approved a Welfare and Pension Plans Disclosure Act.¹

Purpose of the Act.

The Act, which went into effect on 1 January 1959, is aimed at preventing and curing some of the abuses in the administration of welfare and pension plans which have been disclosed by congressional investigations over the course of the last five years. It requires that administrators of employee welfare and pension plans make detailed reports to participants and to the Secretary of Labor disclosing the terms of such plans and their financial operation.

The Act applies to all welfare and pension plans (except as noted below) whether instituted prior to or after its passage. The salient features of this new legislation are outlined in the following paragraphs.

Scope of the Act.

The Act applies to any employee welfare or pension benefit plan if it is established or maintained by an employer or union, or jointly by both, and where the employer's activities or the activities of the employees represented by the union affect inter-state commerce.

Excepted from the scope of the Act are plans administered by the federal or a state government and plans that cover 25 employees or less.

Duty of Disclosure and Reporting.

The administrator of a plan qualifying under the Act must make available to each participant or beneficiary under the plan a description of its administrative rules and other data, and give annual financial reports.

Description of the plan. The description of the plan, in addition to various personal data concerning its administrator or administrators, must include information describing the manner of administration ; the schedule of benefits ; the identity of the trustees (if they are different from the administrators) ; whether the plan is mentioned in a collective bargaining agreement ; copies of the plan or of the instrument under which it was established and is being operated ; the source of financing and the identity of any

¹ United States Bureau of Labor Statistics : *Monthly Labor Review*, Sep. 1958. See Bureau of National Affairs : *Labor Relations Reference Manual*, Vol. 42, p. 453 (Washington, D.C.), for the full text of the Act.

organisation through which benefits are provided (insurance carriers, etc.); the procedures to be followed in presenting claims for benefits and the remedies available if claims are denied in whole or in part.

Annual reports. An annual financial report must be published on every plan which qualifies under the Act. Such report must contain, among other things, the following information :

- (a) the amount contributed by employers and employees ;
- (b) the amount of benefits paid or otherwise furnished ;
- (c) the number of employees covered ;
- (d) a summary statement of assets, liabilities, receipts and disbursements of the plan ;
- (e) a detailed statement of the salaries, fees or commissions charged to the plan, to whom they are paid, in what amount, and for what purposes.

The information contained in the annual report must be sworn to by the administrator or vouched for by a certified or licensed public accountant after conducting a comprehensive audit. However, no audit is required of the books or records of a bank, insurance company or other institution whose records are in any case subject to state or federal inspection.

The annual report must also contain information, if the plan is unfunded, regarding the total benefits paid and the average number of employees eligible for participation during each of the preceding five years, together with a statement, where applicable, that the only assets from which claims against the plan may be paid are the general assets of the employer.

If a part or all of the benefits under the plan are provided by an insurance carrier or similar organisation the following additional information must be included in the annual report :

- (a) the premium rate or subscription charge and the total premium or subscription charges paid to each such carrier or institution and the approximate number of persons covered by each class of such benefits ;
- (b) the total amount of premiums received, and the total claims paid by the insurance carrier or institution ; dividends or retroactive rate adjustments, commission and administrative service or other fees or specific acquisition costs paid by the carrier or institution ; the names and addresses of all brokers, agents or other persons to whom commissions or fees have been paid, the amount paid to each and for what purpose.

If a particular plan provides pension benefits, then in addition to the foregoing, the following information must also be included :

- (a) If the plan is funded through the medium of a trustee—
 - (i) the type and basis of funding, actuarial assumptions used, the amount of current and past service liability and the number of employees (retired and not yet retired) covered by the plan ;
 - (ii) a summary statement showing the assets of the fund broken down by types, such as cash, government bonds, corporate securities, etc. ;
 - (iii) a detailed list of the present value of the total fund and of investments in securities or properties of the employer's or employees' association or any other party concerned (except that the identity of the particular securities and other details need not be disclosed if such securities are listed and traded on an exchange subject to stated government regulation) ;
 - (iv) a detailed list of all loans made to the employer's or employees' association or any other party concerned, including the terms and conditions of the loan and the name and address of the borrower.
- (b) If the pension plan is funded through the medium of a contract with an insurance carrier, the report need only include—

- (i) the type and basis of funding, actuarial assumptions used in determining the payments, and the number of employees (retired and not yet retired) covered by the contract ;
- (ii) except for benefits guaranteed in full by the carrier, the amount of current and past service liabilities and the amount of all reserves accumulated under the plan.

(c) If the pension plan is unfunded, the report must include the total yearly benefits paid to retired employees for the last five years.

Publication.

The Act requires that both the description of the plan and the latest annual report be made readily available to all participants and beneficiaries covered. Furthermore, the administrator of every plan covered by the Act must deliver the description and the report to every participant or beneficiary who asks for it in writing. He must also file the same information and documents with the Secretary of Labor, who must make such materials available for public examination.

Enforcement.

Both civil and criminal sanctions are prescribed to ensure enforcement of the Act.

EMPLOYERS' AND WORKERS' ORGANISATIONS

UNION OF COLOMBIAN WORKERS

SEVENTH ANNUAL CONGRESS

The Seventh Annual Congress of the Union of Colombian Workers (U.T.C.) was held in Bogotá from 8 to 12 September 1958.¹

Attendance.

The Congress was attended by 670 delegates representing 450 affiliated unions and 20 federations. The Minister of Labour, Mr. R. Emiliani Román, and other representatives of Church and State were present. The International Confederation of Free Trade Unions (I.C.F.T.U.) and the Inter-American Regional Organisation of Workers (O.R.I.T.) were represented by observers.

Presidential Message.

The President of the Republic, Mr. A. Lleras Camargo, sent a message to the Congress.

Officers of the Congress.

The Chairman of the Congress was Mr. V. Cardenas and the Vice-Chairmen Messrs. G. Castro and J. de los S. Chacín. Mr. A. Ramírez was Secretary-General.

¹ Communication from the General Secretariat of the U.T.C. On the Sixth National Congress, see *Industry and Labour*, Vol. XVII, No. 3, 1 Feb. 1957, p. 125.

Report of the Secretary-General.

The Secretary-General of the U.T.C., Mr. J. Espinosa, read the report of the Executive, which was adopted unanimously.

Main Resolutions Adopted.

Conclusions of previous Congresses. The Congress noted with satisfaction that most of the decisions taken at previous Congresses of the Union with regard to organisation, services and legislative amendments had been applied in practice with favourable results for the workers. On this subject the Congress urged the members of the Union to face up to their responsibilities and to set up an investigation and statistical branch. The various affiliated unions should form specialised secretariats for the study of their problems. It was also decided to increase the ordinary trade union dues.

Economic problems. The Congress adopted resolutions on several economic problems.

(a) It was decided to urge the public and the authorities to pay heed to an earlier statement made by the Sixth National Congress asserting that the most serious national problem was low agricultural production; to cope with this it was necessary to apply a policy providing for—

- (i) giving landowners a feeling of community service, unused land being returned to the State under Act No. 220 of 1936 for distribution among the landless peasantry;
- (ii) cheap and easily obtainable credit and technical assistance for small farmers, and the establishment of a crop service;
- (iii) improved farm management;
- (iv) making the army do productive work by giving the soldiers technical training, using them for settlement schemes and giving them land and loans on their discharge from the forces;
- (v) a progressive tax on idle money;
- (vi) a just distribution of funds;
- (vii) the promotion of unofficial settlement schemes, the grant of credit to settlers and the provision of communications and social assistance;
- (viii) the conversion into legislation of Decree No. 198 of 1957 concerning agricultural credit, care being taken to ensure that private banks would make the loans provided for in that decree and would not evade their obligations under that important development plan; and
- (ix) the appointment of a special committee to study the technical reports of the Currie Economic Commission for Latin America, International Bank and F.A.O. Missions on Colombian Economic Problems, and preparation of an economic plan to be approved by Parliament.

(b) The Congress called for the establishment of a national price control board on which organised labour would be represented.

(c) All the national resources should be utilised to the full with a view to achieving maximum production and reducing to a minimum imports of materials which Colombia itself could produce.

(d) Foreign investment capital should be attracted by offering it facilities and all the necessary guarantees, with a view to increasing the volume of employment.

(e) Measures should be adopted to ensure that undertakings with high earnings reinvest their excess profits in new industrial developments or workers' welfare schemes, such reinvestments being tax free for a reasonable period.

(f) So long as the existing economic crisis continued, wage increases should be paid partly in kind through the works or estate stores of large undertakings and by supplying consumer goods at cost in small undertakings; the Congress believed that this would benefit the workers without constituting an additional inflationary factor.

(g) Existing indirect taxes on consumer goods should not be increased.

(h) The State should be requested to make the largest possible contribution to the funds of the Land Credit Bank to enable it to launch more extensive housing schemes; the State should also require private undertakings to carry out their own workers' housing schemes, the housing thus made available being allotted for instalment buying or let to the workers at low rents.

(i) Exemplary penalties should be imposed on profiteers, speculators, and smugglers whose criminal acts helped to reduce the workers' purchasing power.

Co-operative affairs. A resolution on co-operative affairs, adopted by the Congress, is summarised below.

The Congress decided—

(a) to request government assistance for the establishment of training centres for co-operative leaders;

(b) to promote the development of co-operatives and works stores in major industrial undertakings;

(c) to reorganise the co-operatives service and to give it adequate funds and technical staff;

(d) to ask Parliament promptly to adopt the Bill tabled by the Minister of Labour to provide for the establishment of works stores and canteens in undertakings and to promote co-operative education;

(e) to call upon the People's Bank to organise a co-operative development department;

(f) to recommend to the unions and federations to show more interest in organising courses on co-operation and in establishing scholarships for leader training;

(g) to consider credit co-operative societies as the best type of society for the education and training of members for other kinds of co-operatives;

(h) to give full support to the National Union of Co-operators and its educational programme.

Workers' education. On the subject of workers' education the Congress decided—

(a) to launch a great national campaign to bring home to all the workers of Colombia, in town and country, the fact that their economic and social advancement essentially depended on their being assured that they and their children could obtain a proper education;

(b) to devote 20 per cent. of the annual budget of each federation and union to workers' education;

(c) that both the Colombian workers' unions and the federations should run special courses for union "education secretaries", who would be experts in workers' education;

(d) that each federation should hold at least two courses a year in trade unionism and increase the number of week-end seminars and seven-day conferences on social problems;

(e) that every collective agreement should include a clause relating to leave for trade union purposes, to be granted to workers attending training courses;

(f) that the U.T.C. and its constituent federations and unions should establish closer contact with the universities in order to arouse their interest in workers' education programmes ;

(g) that the U.T.C. and its constituent federations and unions should develop sport among the workers through the U.T.C.'s National Sports Association and set up branches of the Association throughout the country ;

(h) to ask the State, the Catholic Church in Colombia, the various teachers' organisations, and all educational institutions and organisations for the dissemination of the spoken and written word to conduct a " national educational drive " together with the U.T.C.

Other Decisions.

In addition to the foregoing resolutions on workers' education, the Congress decided to ask the Government—

(a) to apply strictly the formula adopted at the plebiscite of 1 December with regard to the earmarking of 10 per cent. of the national budget for educational purposes ;

(b) to request the regional governors to increase budgetary funds for education ;

(c) to take measures to standardise throughout the country all primary and secondary school textbooks, and to lower their prices ; and

(d) to provide family allowances for teachers and revalorise all teachers' retirement pensions of less than 200 pesos.

Achievement of Trade Union Unity.

With respect to the achievement of trade union unity the Congress decided—

(a) to confirm the principles declared by the U.T.C. and its intention of continuing to support any scheme for the unification of the Colombian trade union movement, based on the principles of free and democratic trade unionism ;

(b) to reaffirm the fact that the U.T.C. would never further trade union unity with communism ;

(c) to declare that the U.T.C. would never join with organisations directed by totalitarian elements, whether of the Right or of the Left ;

(d) to declare that the U.T.C. would maintain its line of complete political neutrality ;

(e) that the U.T.C. would continue to comply with agreements on trade union unity concluded with the I.C.F.T.U., but only on condition that the Confederation of Colombian Workers did the same.

Amendment of the Labour Code. The Congress expressed its approval of a Bill, recently submitted to Parliament, to amend the Labour Code¹, and a number of provisions of the superannuation scheme.

Social security. The Congress gave its approval to the memoranda sent by the U.T.C. to the Senate and the Chamber of Representatives, expressing its unfailing support for the social security system.

Other Resolutions.

The Congress adopted a number of resolutions setting out the social and economic aspirations of its various federations and unions, particularly of workers in the oil industry, in maritime, river, port and railway transport,

¹ I.L.O. *Legislative Series*, 1950—Col. 3 . . . 1957—Col. 1.

and in mines, textiles, metallurgy and agriculture. It also adopted a number of resolutions emanating from unions of workers in the public and government services, in the building trades and in the cement and explosives industries, travelling salesmen, workers in the food industry, etc.

Elections.

Mr. A. Díaz, President, and Mr. J. Espinosa, Secretary-General, were re-elected for a further term of two years.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Safety and Health in Dock Work

A code of practice relating to safety in dock work, adopted unanimously by a meeting of experts on the basis of a preliminary draft prepared by the International Labour Office. It consists of a large number of provisions presented in the form of recommendations designed to serve as a guide to those who are responsible for protecting the safety and health of workers employed in loading and unloading ships. The code is presented in pocket-book form with a durable plastic cover.

CONTENTS

INTRODUCTION.

CHAPTER I	General Provisions.
CHAPTER II	Wharves and Quays.
CHAPTER III	Means of Access to Ships.
CHAPTER IV	Transport of Dockworkers by Water.
CHAPTER V	Protection of Hatchways.
CHAPTER VI	Access to Holds.
CHAPTER VII	Decks.
CHAPTER VIII	Loading and Unloading Machinery and Gear.
CHAPTER IX	Loading and Unloading Operations.
CHAPTER X	Transport Equipment and Operations.
CHAPTER XI	Lifting, Carrying and Piling Material.
CHAPTER XII	Warehouses and Storeplaces.
CHAPTER XIII	Dangerous Substances and Environments.
CHAPTER XIV	Personal Protective Equipment.
CHAPTER XV	Medical Aid and Rescue.
CHAPTER XVI	Personnel Facilities.
CHAPTER XVII	Selection and Training of Dockworkers.
CHAPTER XVIII	Safety and Health Organisation.
CHAPTER XIX	Miscellaneous Provisions.

125 pages, including index

Price : \$1 ; 6s.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

The Cost of Social Security

A consolidated statement of the financial operations of the social security systems in 32 countries presented in the form of tables. Text, table headings and notes are given in English, French and Spanish. Figures are given for the years 1949-54.

Introduction.

The introduction explains the objectives and scope of the inquiry, how the statistical data were collected and how they are presented, and gives notes on the tables.

Part I. Basic Tables.

The tables give the receipts and expenditure according to a uniform plan. The receipts show contributions from insured persons, contributions from employers, special taxes allocated to social security, state participation, participation of other public authorities, income from capital, transfers from other schemes and other receipts; expenditure shows benefits (medical care, cash benefits), administrative expenditure, transfers to other schemes and other expenditure. The countries covered are Australia, Austria, Belgium, Canada, Ceylon, China (Taiwan), Czechoslovakia, Denmark, Finland, France, the Federal Republic of Germany, Guatemala, Iceland, Ireland, Israel, Italy, Japan, Luxembourg, the Netherlands, New Zealand, Norway, Peru, Portugal, the Saar, Sweden, Switzerland, Tunisia, Turkey, the Union of South Africa, the United Kingdom, the United States and Yugoslavia.

Part II. Comparative Tables.

The same countries are covered in the comparative tables, which give data on the following subjects: total social security receipts and expenditure; receipts and expenditure of social insurance and family allowance schemes; receipts and expenditure of social security schemes as percentages of national income; benefit expenditure; average annual social security receipts and expenditure per head of population; indices of annual average receipts and expenditure per head of the total population; indices of annual average benefit expenditure per head of the total population; distribution of social security expenditure among the different schemes; distribution of social security receipts according to origin; distribution of receipts of social insurance and family allowance schemes according to source.

Appendices.

Some countries (Argentina, Brazil, Colombia, Costa Rica, Greece, Haiti, Hungary, India, Iran, Spain and Viet-Nam) submitted only incomplete or fragmentary information on the financial operations of their social security systems. These countries were not included in the international comparisons; however, as the data submitted were of considerable interest it was decided to publish them in a summarised form as an annex to the present study.

CORRESPONDENTS

(continued from outside back cover)

Chile: Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).

China : Mr. Ching-Ping YIP, P.O. Box 4200, Taipei, Taiwan (Formosa).

Colombia: Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá (" Interlab Bogotá "); Tel. Centro 63 60).

Costa Rica: Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José (" Interlab San José "; Tel. J 4810).

Cuba: Mr. José ENRIQUE DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana (" Interlab Habana "; Tel. M 7813).

Czechoslovakia: Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.

Ecuador: Mr. V. Gabriel GARCÉS, Asunción 409, Quito (" Interlab Quito ").

Greece: Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).

Haiti: Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince (" Interlab Port-au-Prince Haïti ").

Iran: Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran (" Interlab Teheran "; Tel. 32967).

Israel: Mr. E. MARGALIT, Ministry of Labour, Jerusalem (" E. Margalit, Interlab, Jerusalem, Israel ").

Lebanon: Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth (" Interlab Beyrouth ").

Netherlands: Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague (" Soza The Hague "; Tel. 18 32 20).

Norway: Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. (" Interlab Oslo "; Tel. 417800).

Pakistan: Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi (" Interlab Karachi ").

Philippines: Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila (" Interlab Manila ").

Poland : Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.

Portugal: Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).

El Salvador: Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.

Spain: Mr. Luis ARROYO, O'Donnell 53, Madrid (" Interlab Madrid ").

Thailand : Mr. M. DULYACHINDA, Phya Anuraks 152, Pejburi Road, Bangkok.

Turkey: Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara (" Interlab Ankara ").

Union of South Africa: Mr. L. C. LOOCK, Chief, International Labour Affairs Division, Department of Labour, Compensation House, Pretoria.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.

Uruguay : Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo (" Interlab Montevideo "; Tel. 9 39 52).

Venezuela: Mr. Boris BUNIMOV PARRA, Edificio " San Mauricio ", Santa Capilla a Mijares 26, Caracas (" Interlab Caracas "; Tel. 812 726).

Yugoslavia: Mr. Ratko PEŠIĆ, Nemanjina 34, Belgrade.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Office.)

FIELD OFFICES

Asia : I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean : Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac Mexico"; Tel. 12 26 78).

Latin America : Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East : Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil : Mr. Pericles DE SOUZA MONTEIRO, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada : Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. 3-9182).

France : Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic) : Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India : Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy : Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan : Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

United Kingdom : Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States : Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina : Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 344943).

Australia : Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria : Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium : Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia : Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

Bulgaria : Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

(Continued overleaf)

VOL. XXI, No. 3
1 FEBRUARY 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 3

1 FEBRUARY 1959

CONTENTS

International Labour Organisation		Page
Ratification of International Labour Conventions by <i>Israel, Tunisia</i> and the <i>United Arab Republic</i>		81
Denunciation of a Convention by the <i>United Kingdom</i>		81
Office Publications and Documents		81
 International Organisations and Conferences		
World Assembly of Youth : Young Workers' Charter		82
International Congress on Adult Education		83
 Social and Economic Policy		
Economic Planning in the <i>Union of Soviet Socialist Republics</i> : First Seven-Year Plan, 1959-65		84
 Labour-Management Relations		
Japanese Labour Institute		88
 Manpower		
American Vocational Association : Fifty-second Annual Convention		89
Employment Trends in <i>Belgium</i> from January 1957 to July 1958		90
Vocational Guidance in <i>Peru</i> : Appointment of a Vocational Guidance and Employment Committee		97
 Migration		
Migration to and from <i>Ireland</i> in 1957		98
Migratory Movements between <i>Spain</i> and Overseas Countries in 1957		100
 Conditions of Work		
Organisation of Labour Protection Services in <i>Bulgaria</i>		102
Conditions of Work in <i>Canada</i> : Recent Federal and Provincial Legislation on Holidays with Pay		105
Conditions of Work of Forest Workers in <i>Quebec</i>		106
Reduction of Hours of Work in the <i>Union of Soviet Socialist Republics</i>		108
 Co-operation		
A Seminar on Co-operation in <i>Israel</i>		109

Workers' Education		Page
International Congress on Adult Education		110
 Employers' and Workers' Organisations		
Activities of the International Chamber of Commerce : Seventh Session of the Commission on Asian and Far-Eastern Affairs and First Asian Businessmen's Conference		112
Eighty-seventh Annual General Meeting of the <i>Canadian</i> Manu- facturers' Association		113
Third International Conference of Metal and Engineering Workers		114
International Confederation of Free Trade Unions : Fourth Asian Regional Conference		116
<i>Erratum</i>		118

INTERNATIONAL LABOUR ORGANISATION

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS

The Director-General of the International Labour Office recently registered the following ratifications of international labour Conventions.

ISRAEL

The ratification of the following Conventions by Israel was registered on 12 January 1959 :

Protection of Wages Convention, 1949 ;
Discrimination (Employment and Occupation) Convention, 1958.

TUNISIA

The ratification of the following Conventions by Tunisia was registered on 12 January 1959 :

Night Work of Young Persons (Industry) Convention, 1919 ;
Workmen's Compensation (Occupational Diseases) Convention, 1925 ;
Safety Provisions (Building) Convention, 1937 ;
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 ;
Abolition of Forced Labour Convention, 1957.

UNITED ARAB REPUBLIC

The ratification by the United Arab Republic of the Indigenous and Tribal Populations Convention, 1957, was registered on 14 December 1959.

DENUNCIATION OF A CONVENTION BY THE UNITED KINGDOM

The denunciation by the United Kingdom of the Sheet-Glass Works Convention, 1934, was registered by the Director-General on 4 December 1958.

OFFICE PUBLICATIONS AND DOCUMENTS

REPORTS ON UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

In preparation for the 43rd Session of the International Labour Conference, which will open on 3 June 1959 in Geneva, the I.L.O. has just published Part II of Report III containing

a summary of reports on unratified Conventions and on Recommendations.¹

Under article 19 of the Constitution of the International Labour Organisation, States Members are required to make reports to the Director-General of the International Labour Office at appropriate intervals, as requested by the Governing Body, on the position of their law and practice in regard to the matters dealt with in unratified Conventions and in Recommendations.

This part of Report III summarises the reports supplied under article 19 of the Constitution of the I.L.O. by the governments of States Members on five instruments chosen by the Governing Body of the I.L.O. at its 134th Session (Geneva, February-March 1957)²: the Freedom of Association and Protection of the Right to Organise Convention, 1948; the Right to Organise and Collective Bargaining Convention, 1949; the Right of Association (Non-Metropolitan Territories) Convention, 1947; the Collective Agreements Recommendation, 1951; and the Co-operation at the Level of the Undertaking Recommendation, 1952.

The report of the Committee of Experts on the Application of Conventions and Recommendations (Report III, Part IV), which will also be submitted to the Conference at its 43rd Session (1959), will include general remarks made by the Committee on the reports on the above-mentioned Conventions and Recommendations.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

WORLD ASSEMBLY OF YOUTH

YOUNG WORKERS' CHARTER

The World Assembly of Youth adopted a Young Workers' Charter at the Seventh Session of its Council which was held in New Delhi from 16 to 19 August 1958. The Charter was presented to the Director-General of the International Labour Office in Geneva on 13 November 1958 by the President of the Assembly, Mr. Ravendra Varma.³

Purpose.

The Charter consists of a preamble and six chapters. The preamble affirms the specific needs of the young worker community and calls to action youth and youth organisations to undertake a programme of education and information to reaffirm the rights of youth and their willingness to accept their responsibilities in the world. It emphasises the demands and needs of working youth and the importance of enabling young workers to serve their community, their nation and the world.

Education.

The Charter calls for free and compulsory education up to the age of 16. Vocational guidance should be expanded and made compulsory.

¹ International Labour Conference, 43rd Session, Geneva, 1959, Report III: *Information and Reports on the Application of Conventions and Recommendations, Part II: Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution)* (Geneva, I.L.O., 1959), 72 pp. Price: 75 cents; 4s. 6d.

² See *Industry and Labour*, Vol. XVII, No. 8, 15 Apr. 1957, p. 306.

³ Communication from the World Assembly of Youth.

Free vocational and technical education should be available to all young people, both boys and girls. Generally speaking, educational facilities should be expanded.

Working Conditions.

The minimum age for starting work should be 16 years in general, and 18 years for work in mines, other dangerous or unhealthy occupations, and for night work. Medical examination should be compulsory and free of charge. Sound conditions of safety and hygiene should be guaranteed; protection against accidents and occupational diseases is a matter of permanent responsibility for employers, governments and trade unions.

Young workers should enjoy a minimum wage and the 36-hour week. Night work for women should be forbidden. There should be adequate social security for young workers and apprentices. A good moral atmosphere should be created in places of work. Young married workers should benefit from the provisions of the I.L.O. Maternity Protection Convention (Revised), 1952.

Leisure.

Young workers under 18 should have four weeks' annual leave with pay, and between 18 and 21, three weeks. They should receive extra leave pay. Travel and contacts should be encouraged and there should be free choice of leisure activities.

Economic and Political Questions.

The position of the young worker in underdeveloped areas cannot be taken out of the context of the general problems of those areas. The Assembly supports the right of the people of all countries to be independent, to have economic freedom and to have the right to work. In dependent territories there should be freedom of speech and of the right to organise.

Basic social services—health, education and employment—depend on a healthy balanced economy. The Charter calls for increased investment, increased technical assistance under the United Nations Expanded Programme, and the development of rural industry and co-operatives. The problems arising out of increased urbanisation should be dealt with in a constructive fashion.

Youth Organisation and Young Workers.

The Charter recommends that all youth organisations should prepare their programmes in accordance with the needs of young workers, at work, at home, in leisure, and in political and social life.

Right of Association.

The right of workers to form trade unions and to choose freely the trade union they wish to join must be guaranteed. The right to strike must be respected and supported, and young workers of both sexes are urged to strengthen the trade union movement. Negotiating machinery should be developed and young workers should make known their needs within the trade union movement.

INTERNATIONAL CONGRESS ON ADULT EDUCATION

A note on an International Congress on Adult Education, held at Charleroi (Belgium) from 30 June to 6 July 1958, will be found on page 110.

SOCIAL AND ECONOMIC POLICY

ECONOMIC PLANNING IN THE UNION OF SOVIET SOCIALIST REPUBLICS

FIRST SEVEN-YEAR PLAN, 1959-65

At a plenary meeting held in Moscow on 12 November 1958, the Central Committee of the Communist Party of the Soviet Union approved draft proposals regarding the target figures for the economic development of the country. These proposals were submitted to the 21st Congress of the Communist Party in January 1959.¹

Background.

From the Five-Year to the Seven-Year Plan. At the 20th Congress of the Party in 1957 it had seemed best to plan the future development of the economy and culture of the U.S.S.R. in terms of several five-year periods. However, during the currency of the Sixth Five-Year Plan (1956-60), the desire to make a more rational and effective use of the material and financial resources of the national economy and to speed up housing construction by allocating more funds for this purpose led to consideration of certain changes in the programme. Accordingly, at its Seventh Session in May 1957, the Supreme Soviet of the U.S.S.R. decided to reorganise the administration of industry and building²; the powers of the Federated Republics were extended, management brought closer to the factory, and rank and file workers called upon to take a more active part in the management of undertakings: this decentralisation of managerial organisation in industry and building, together with the establishment of regions for economic administration and of councils (*Sovnarkhoz*) for these regions, made it necessary for the planning to be entirely revised.

Object of the changes. The changes were introduced in order to obtain rational use of the country's best resources, more equitable distribution of output, solution of the operational problems of many industries, and at the same time the full, diversified development of each region. The new resources in minerals and power which had recently been discovered would make it necessary to consider the establishment of new undertakings and industrial centres for which there was no provision in the Sixth Five-Year Plan. However, the three years remaining before the end of this plan period would not be sufficient for such a purpose.

Determination of the new Plan. This was why the Central Committee of the Party and the Council of Ministers of the U.S.S.R. decided to establish a programme covering a longer period, and instructed the State Planning Committee (*Gosplan*), the governments of the Federated Republics, and the Sovnarkhozes, Ministries and governmental departments of the Soviet Union, to prepare data for an economic development plan covering the period 1959-65.³ The time allowed for this research expired on 1 July 1958.

¹ *Izvestia* (Moscow), 14 Nov. 1958; for a note on the Sixth Five-Year Plan see *Industry and Labour*, Vol. XVI, No. 4, 15 Aug. 1956, pp. 144-150.

² See *Industry and Labour*, Vol. XVIII, No. 4, 15 Aug. 1957, pp. 154-155.

³ *Pravda* (Moscow), 26 Sep. 1957.

Main directives. The main directives were essentially as follows :

(a) to provide for a system of development so that the Soviet Union may, within a relatively short period, equal and exceed output per head levels of the most advanced capitalist countries ; and, by increasing the national income, to raise still further the material and cultural levels of the Soviet people ;

(b) to take advantage of certain new economic potentialities in the eastern regions of the country ;

(c) to speed up expansion of the basic industries ;

(d) to rationalise, accelerate and intensify building operations ;

(e) to increase the output of agriculture.

In his report to the Commemorative Session of the Supreme Soviet of the U.S.S.R. on 6 November 1957, Mr. Krushchev indicated the approximate level (first estimate) which industrial output could reach within 15 years. These figures are reproduced in table I.

TABLE I. OUTPUT OBJECTIVES TO BE REACHED BY 1972

Product	Annual output
Pig iron	75- 85 million tons
Steel	100-120 " "
Coal	650-750 " "
Petroleum	350-400 " "
Gas	270,000-320,000 million cubic metres
Electric power	800,000-900,000 million kWh
Cement	90-100 million tons
Sugar	9- 10 " "
Woollen fabrics	550-650 " metres
Leather footwear	600-700 " pairs

The target figures for the development of the national economy in the period 1959-65 would thus be a kind of first stage in the raising of the country's economic potential during the next 15 years.

Objectives of the Plan.

Target figures. The output targets for the chief branches of the national economy in 1965, and the percentage increases over 1958, are shown in table II.

The plan provides also for a general effort towards mechanisation and automation of production processes in all branches of the national economy. New scientific and technical adjustments are to enable productivity to be increased by 150 per cent. in industry proper and 65 per cent. in building.

Agriculture. In order to reach the targets assigned to agriculture, the plan provides for a sharp increase in the output of all farm products. With this object the quantity of mineral fertilisers made available to agriculture must be trebled. The progress of stock raising is to be continued, so as to increase the output of meat, milk, eggs and wool : the supply of feed is to be raised by intensifying the output of fodder crops, particularly maize and potatoes. The resulting expansion will contribute to a closer relationship between the two types of Soviet agricultural property—public and collective : the state farms (*Sovkhoz*), whose role has increased considerably during the most recent period, will be developed as model Socialist undertakings, giving an example for the collective farms as regards the best use of

TABLE II. SOVIET BASIC OUTPUT TARGETS FOR 1965

Product	Output in 1965	Percentage compared with 1958 output
Pig iron	65- 70 million tons	165-177
Steel	86- 91 " "	156-165
Petroleum	230-240 " "	over 200
Coal	596-609 " "	120-123
Electric power	500,000-520,000 million kWh	200-220
Chemical industry	—	300
Engineering construction	—	200
Household articles	—	162-165
Cotton fabrics	7,700-8,000 million metres	133-138
Leather footwear	515 " pairs	145
Meat	6.13 " tons	217
Butter	1 " "	160
Sugar (crystallised)	9.2-10 " "	180-194

land and equipment with a view to obtaining a maximum output at the lowest cost in labour and resources. During the seven-year period productivity is to be increased by 55 to 60 per cent. in the state farms and doubled in the collective farms. Each farm, whether state or collective, is not only to obtain the maximum yield from the available land but also to use existing resources in the most rational way possible: this will be done by practising a policy of strict economy, so that the prices of agricultural products can be reduced and the general standard of well-being consequently raised.

Transport. The plan provides also for reorganising the principal systems of transport, particularly by rail and air. The next few years are to be a period of radical modernisation. On the railways, 85 to 87 per cent. of all goods traffic will be moved by electric or diesel locomotives in 1965, and these types of equipment will operate on about 100,000 km (62,500 miles) of track. It is intended to construct about 9,000 km of main lines and nearly 8,000 km of branches. As a result of modernising the permanent way and improving use of the main resources, the productivity of labour in Soviet rail transport will exceed the present level of productivity on the railways of the United States.

Capital Expenditure.

Development and modernisation. Large construction and engineering projects will have a particularly important place in the new plan and are to be developed on an unprecedented scale, particularly in Central Asia. Investment of this kind during the seven-year period will almost equal the aggregate for such expenditure in the Union since the establishment of the Soviet régime. A large part of the investment will go on constructing or reconstructing plant and modernising equipment. In many undertakings which were established under the earlier five-year plans it is now becoming indispensable to renew the equipment and reconstruct or expand the plant in order to intensify production, adjust conditions or work to technical developments and raise the level of productivity.

Allocation of investment. The above capital expenditure will be distributed as follows:

(a) Iron and steel—nearly 100,000 million roubles, or 2.4 times as much as in the last seven years.

(b) Chemical industries—the original forecast is 100,000 to 105,000 million roubles ; owing to the expansion of the production programme for mineral fertilisers, Gosplan is preparing proposals for additional expenditure.

(c) Petroleum and gas industries—170,000 to 173,000 million roubles or 2.3 to 2.4 times as much as in the last seven years.

(d) Coal industry—75,000 to 78,000 million roubles, spread over the whole period.

(e) Construction of hydraulic and thermic power production units, and distribution of power—125,000 to 129,000 million roubles, or 1.7 per cent. as much as in the preceding period.

(f) Light industries, food industry—80,000 to 85,000 million roubles, i.e. twice as much as during the last seven years ; there is provision for additional expenditure to increase the output of sugar to the target of 10 million tons mentioned above.

(g) Building materials—110,000 to 112,000 million roubles, i.e. 78 to 82 per cent. more than in the last seven years ; the new plan will provide for mechanising the assembly and placing of reinforced or asbestos concrete, construction elements, in order to cut down costs, reduce duration of building jobs and improve quality.

(h) Agriculture—150,000 million roubles, bringing the total capital expenditure by the State and the collective farms to 500,000 million roubles or about double the amount spent in the last seven years.

(i) Rail transport—110,000 to 115,000 million roubles, or 83 to 92 per cent. more than in the last seven years ; the amount allotted to electrification will be 2.7 times as great.

(j) Construction of housing and public buildings—375,000 to 380,000 million roubles, or 80 to 83 per cent. more than in the last seven years.

The Third "Industrial Base".

With a view to rational distribution of industry over the territory of the Union, the draft proposals define the means of future development to be available to each of the Federated Republics and the principal objectives assigned to them in the economic and cultural field ; as mentioned above, special attention is devoted to developing the vast wealth of the eastern regions.

The aim is to establish a third industrial base, comparable to those in the western regions and the Urals. This will rely on the following : the iron ore deposits discovered in recent years in Siberia and Kazakhstan ; the non-ferrous metal industry now being developed, particularly in Kazakhstan, Central Asia and the Transbaikalian area ; and the considerable hydro-electric resources in the eastern regions, particularly on the Yenissei and Angara rivers.

Raising of Material and Cultural Levels.

The main task of the seven-year plan is still to raise the material and cultural levels of the Soviet people. This improvement in levels of living is to show the advantages of socialism over capitalism.

The action intended in order to raise the material level is as follows :

(a) A sharp increase in the output of articles in common use.

(b) State expenditure of 380,000 million roubles on the construction of housing and public buildings, and greater participation by the public in financing such work ; this is to enable nearly 15 million dwellings (7 million houses), to be built in the rural areas, with an aggregate floor space of 650 to 660 million square metres (about 4,900 million square feet).

(c) An increase of 60 to 65 per cent. in the national income, and an increase of 40 per cent. in the real earnings of industrial workers, salaried employees and collective farmers.

(d) Upward adjustment of wages, and the raising of the lower and medium wage levels (from 270 to 350 roubles to 500 to 600 roubles a month). These measures will be applied by stages—(i) in 1959-62, completion of wage adjustment and raising of minimum wages to 400 to 450 roubles a month in all branches of the national economy; (ii) 1963-65, further raising of minimum wages to 500 to 600 roubles a month, and an increase in medium wages. There is also provision for an improvement in the retirement pension scheme: in aggregate, by 1963 the minimum pension will have been raised from 300 to 400 roubles a month in the cities and from 250 to 340 roubles a month in rural places; invalidity and survivor pensions will also be improved.

(e) A general fall in prices is not planned, as the chief gainers would be high income personnel; the intended reduction will apply to the prices of certain articles, particularly those supplied by the general food shops.

(f) Credits for the construction of new nurseries, kindergartens, boarding schools and retirement homes.

(g) Reduction in daily and weekly hours of work: the 35 or 30-hour week will be started in 1964; for all persons working underground or on unhealthy jobs there will be a 30-hour week (five 6 hour days, two days off duty); all other workers will do a 35-hour week (five 7 hour days, two days off duty); these arrangements will be completed in 1966-68. It should be emphasised that the transition to the shorter working day and fewer working days per week will not involve any wage cuts.

International Comparison.

It is stated that the U.S.S.R. aims at exceeding the output per head of the United States as regards major food and textile products. Such a result would, the proposals say, give the population of the Soviet Union one of the highest standards of life in the world.

LABOUR-MANAGEMENT RELATIONS

JAPANESE LABOUR INSTITUTE

Under an Act of 2 May 1958 (No. 132)¹, a Labour Institute has been established in Japan to conduct research into labour problems and to spread a better understanding of labour matters among workers, employers and the public at large; it actually started operations on 15 September 1958.

This is the first labour research institute to be financed entirely by the Government. Its organisation and functions are summarised below.

Organisation.

The Institute is run by a President and five directors (forming the Board), assisted by two auditors. The President and directors hold office for four years, and the auditors for two. The President and auditors are appointed by the Minister of Labour; the directors are then selected by the President (subject to the Minister's approval) on grounds of experience and

¹ *Kampô* (Tokyo), 2 May 1958, No. 9406, p. 34.

impartiality. In addition, a Council will be formed, consisting of not more than 15 members, appointed by the Minister of Labour for a term of two years from among persons of suitable qualifications and experience. The Council will discuss any major questions affecting the work of the Institute referred to it by the board of directors.

Duties.

The following are the duties of the Institute :

- (a) to conduct research into labour problems and to collect material ;
- (b) to arrange publications and broadcasts on labour problems ;
- (c) to organise lectures and courses on labour problems ; and
- (d) to assist workers' and employers' organisations in labour education, etc.

The Institute will be placed under the supervision of the Minister of Labour, who may give such instructions to it as he may consider necessary in order to secure compliance with the Act.

MANPOWER

AMERICAN VOCATIONAL ASSOCIATION

FIFTY-SECOND ANNUAL CONVENTION

The 52nd Annual Convention of the American Vocational Association (A.V.A.) met in Buffalo, N.Y., from 11 to 15 August 1958 to review developments in vocational education and to plan future improvements.¹

Background.

The A.V.A., a national professional organisation of teachers, supervisors, administrators and others concerned with vocational education, was formed in 1925 from two national societies which united their forces in order to stabilise and strengthen the position of vocational education as a part of the American system of education. In 1934 a permanent secretariat, headed by an Executive Secretary, was established in Washington, D.C.

The objective of the Association is to increase the productive capacity of the American people by means of effective programmes of vocational training. Through the A.V.A., members unite their professional resources and co-ordinate their activities with those of other educational, economic, social and civic agencies so that each citizen can contribute his share to the economic well-being of the nation.

One of the chief functions of the A.V.A. is to make a united approach at the national level towards all forms of vocational and industrial arts education. In order to provide for the needs and problems of each branch of vocational education, the Association is divided into the following sections : agriculture ; business ; distribution ; home economics ; industrial arts ; trade and industry ; and vocational guidance.

¹ American Vocational Association : *American Vocational Journal* (Washington, D.C.), Vol. 33, No. 7, Oct. 1958, pp. 5-30. For additional information on vocational training in the United States see *Industry and Labour*, Vol. XVIII, No. 9, 1 Nov. 1957, pp. 348-351.

Once a year the A.V.A. makes it possible for all persons interested in vocational and industrial arts education to meet together in an annual Convention to discuss common problems, exchange ideas, relate successful experiences, and plan for the future. The Convention also gives them an opportunity of co-operating with representatives from the business and industrial world, agriculture, labour and government in enlarging and improving national training programmes.

Attendance and Meetings.

More than 1,500 A.V.A. members and friends representing the states and territories of the United States and many foreign countries were in attendance. The Convention programme included at least 150 general, divisional and special meetings.

Conclusions.

In view of the current shortage of craftsmen, technicians and other classes of skilled workers, the Convention adopted several resolutions calling for increased financial support from local, state and federal governments for vocational education. Strong approval was given for the continuation of federal appropriations to the states for this purpose—indicating the Association's opposition to a proposal by a Joint Federal-State Action Committee that federal grants for vocational education should be abolished on the ground that it was now time for states to take over full financial responsibility.

Area vocational education programmes¹, which provide opportunities for the training of persons in rural areas, were the subject of two resolutions, and the Convention urged that efforts to obtain additional funds for expanding and improving such programmes should be continued.

It expressed its concern about some features of programmes for practical nursing training, in particular as regards the definition of the duties of practical nurses and the allocation of federal funds.² It recommended that an appropriate committee, national in scope, be organised to study and define the duties and responsibilities of the practical nurse based upon a wide sample of practices in recent years. The United States Office of Education was urged to re-examine its interpretation of Public Law 911, which authorises the use of federal funds for practical nurse education so that states which made special efforts to get practical nursing education programmes under way before the enactment of the law would not be penalised.

It was also resolved that the Executive Committee of the A.V.A. be commended for its creation of a Committee on Public Information and that wide support be given to this Committee in its efforts to provide the public with accurate, complete and unbiased information regarding vocational and practical arts education.

Next Meeting.

The next annual Convention is scheduled to meet in Chicago in December 1959.

EMPLOYMENT TRENDS IN BELGIUM FROM JANUARY 1957 TO JULY 1958

Figures published by the Belgian National Employment and Unemployment Office³ show that the improvement in

¹ See *Industry and Labour*, Vol. XVII, No. 5, 1 Mar. 1957, pp. 195-198.

² *Ibid.*, Vol. XX, No. 9, 1 Nov. 1958, pp. 339-341.

³ Office national du placement et du chômage: *Communiqué mensuel* (Brussels, mimeographed), numbers from Jan. 1957 to July 1958.

employment trends in 1955 and 1956¹ was maintained only until the autumn of 1957.

During the last few months of that year both total and partial unemployment increased slightly, due apparently to a contraction in certain industries as well as to seasonal causes. The same trend was accentuated in the first half of 1958 under the influence of the world economic recession.

General Employment Trends.

From January to October 1957 the number of totally unemployed persons remained steadily below the corresponding figures for 1956. The maximum for this period was in January, when the daily average number of totally unemployed stood at 101,475 (136,020 in January 1956); the minimum was in August, with a daily average of 61,998 (66,919 in August 1956). Although still below the January rate, unemployment in November and December 1957 was greater than in the corresponding months of 1956. These over-all figures conceal divergent trends for male and female unemployed: unemployment among women was below the 1956 levels throughout the year 1957, whereas from September 1957 onwards the figures for men were higher than in 1956.

The general tendency for 1957 is reflected, on a larger scale, in the figures for partial unemployment, which rose above the 1956 levels for men in September and for women in October. In December 1957 the daily average

TABLE I. TOTAL AND PARTIAL UNEMPLOYMENT, JANUARY 1957-JULY 1958
(Average daily numbers in each month)

Year and month	Totally unemployed			Partially unemployed		
	Men	Women	Total	Men	Women	Total
<i>1957</i>						
January .	73,603	27,872	101,475	65,328	11,879	77,207
February .	70,476	27,018	97,494	41,251	9,983	51,234
March . .	61,370	25,066	86,436	17,239	8,689	25,928
April . . .	55,653	22,621	78,274	14,743	8,949	23,692
May . . .	49,245	21,533	70,778	14,662	8,854	23,516
June . . .	46,891	19,367	66,258	17,668	9,648	27,316
July . . .	46,451	17,906	64,357	19,607	9,997	29,604
August . .	44,058	17,940	61,998	13,284	8,325	21,609
September	44,814	18,524	63,338	16,260	8,266	24,526
October .	45,492	18,749	64,241	18,635	10,756	29,391
November	57,223	22,708	79,931	24,145	14,844	38,989
December .	72,017	26,265	98,282	66,298	25,195	91,493
<i>1958</i>						
January .	85,477	29,518	114,993	67,874	21,170	89,044
February .	86,568	29,440	116,008	66,792	21,182	87,974
March . .	82,560	28,412	110,972	70,446	22,156	92,602
April . . .	76,122	27,419	103,541	47,663	23,689	71,352
May . . .	71,516	27,317	98,833	45,096	22,595	67,691
June . . .	70,632	26,117	96,749	40,663	21,608	62,271
July . . .	72,976	25,119	98,095	33,256	18,594	51,854

¹ For the employment situation in 1956 see *Industry and Labour*, Vol. XVIII, No. 7, 1 Oct. 1957, pp. 255-261.

number of partially unemployed persons was 91,493 (66,298 men, 25,195 women), as against 38,989 in November 1956 and 52,923 in December. This trend was not only due to the seasonal factors which reduce activity in some industries (building, clothing, leather) at that time of the year; it was also due to a recession in some other industries (metal production and founding, textiles, manufacture of rolling stock and arms).

As shown in table I, although during the first seven months of 1958 unemployment underwent a normal seasonal decline, it nevertheless fell less sharply than during the corresponding period of the preceding year, the monthly averages having all been higher than in 1957. As regards total unemployment, the discrepancy between the monthly figures for 1956 and those of 1957 steadily increased, for both men and women. As regards partial unemployment, a dual trend may be noted—in the case of men, a considerable seasonal decrease, though this occurred later and was less pronounced than in 1957; in the case of women, relative stability around levels at least twice as high as the corresponding figures for 1957.

Unemployment by Industry.

Whereas, during the first half of 1957, the fall in unemployment was common to all industries, the data for the period beginning with the third quarter of 1957 show a reversal of that trend and an increase in the number of totally unemployed persons in several industries (see table II). This applies to textiles, where employment rotation schemes were introduced in some undertakings, and to the mines (nearly 2 million tons of coal were stocked at the pit head in December 1957, and schemes were examined to shut down pits which were not paying their way, as part of the policy of the European Coal and Steel Community); it also applies to the steel industry, where insufficient orders led to reduced output, introduction of employment rotation, and dismissals. In the first half of 1958, despite the seasonal

TABLE II. TOTAL UNEMPLOYMENT BY INDUSTRIES
FEBRUARY 1957-JULY 1958

(Average daily numbers in specified months)

Industry	Feb. 1957	May 1957	Aug. 1957	Dec. 1957	Feb. 1958	May 1958	July 1958
Agriculture	9,042	4,158	3,818	8,487	9,479	5,132	6,744
Forestry	486	467	447	547	564	525	507
Mining	871	1,126	882	1,067	1,235	1,378	1,533
Quarrying	752	631	496	831	1,054	935	824
Pottery	3,979	958	877	3,740	4,725	1,514	1,500
Glass	564	435	429	641	687	649	642
Diamonds	1,391	1,258	969	1,854	1,654	2,168	2,024
Construction	21,622	13,123	11,608	20,299	26,082	18,963	18,047
Wood	3,861	2,888	2,513	4,066	4,786	4,813	5,054
Metal	8,831	7,915	7,045	10,723	13,303	14,525	15,608
Chemicals	1,067	952	918	1,109	1,291	1,391	1,363
Paper	626	527	448	574	720	671	622
Books	610	491	426	542	621	519	540
Textiles	9,459	7,553	7,100	10,646	12,899	13,664	13,303
Clothing	5,272	3,521	3,896	4,889	6,020	4,852	5,335
Leather	1,818	1,535	1,370	1,762	2,015	2,139	2,203
Food	4,415	3,911	2,605	4,126	5,112	4,641	3,468
Tobacco	690	594	451	598	733	642	577
Transport	7,013	5,906	5,204	6,808	8,200	7,603	7,313
Hotels, restaurants	4,443	3,153	1,647	4,164	4,423	2,889	1,678
Domestic service	2,680	2,467	2,304	2,426	2,531	2,309	2,422
Other services	248	178	155	227	256	181	165
Clerical	7,060	6,155	5,654	6,513	6,960	5,901	5,837
Entertainment	694	876	736	643	658	829	706
Total	97,494	70,778	61,998	98,282	116,008	98,833	98,095

decline in unemployment in the spring, almost all industries registered higher unemployment figures than for the corresponding months of 1957. This trend is attributed to the general economic recession and also—as regards some industries—to foreign competition, high prices of raw materials, and protective measures taken in other countries.

Distribution by Age.

The increase in over-all unemployment affected its distribution by age. At the half-yearly count of totally unemployed persons made on 18 November 1957 (the last for which results are available)¹ the increase applied to all age groups, but the proportion was smaller among men over 50 years, who made up 58.6 per cent. of all totally unemployed as against 62.5 per cent. the year before. It was once more evident therefore that, in prosperous times, unemployment among older workers does not decline as fast as in the lower age groups (whereas, during an economic slow-down, the increase in unemployment is sharpest among the younger workers). Thus the proportion of unemployed between 20 and 50 years of age on 18 November 1957 was 38.4 per cent., as compared with 35.3 per cent. the year before, and the proportion under 20 years was 3 per cent., against 2.2 per cent. in 1956.

The fact that unemployment among women appeared to decrease was entirely because unemployed women over the age of 60 qualified for pensions and because certain prescribed action was taken, such as the provision of training courses. The latter had a greater effect on the unemployed aged 20 to 50 than on those aged 50 and over.

Geographical Distribution ; Inter-regional Manpower Movements.

The statistics based on the count of 18 November 1958 relate also to distribution of total unemployment by regions. They show that, as in the past, unemployment was concentrated mainly in the Flemish provinces (Flanders, Antwerp, Limburg), which had 55,819 unemployed, or 65 per cent. of the aggregate, whereas there were only 14,972, or 17 per cent., in Brabant (which includes the Brussels area) and 15,413 or 18 per cent. in the Walloon provinces (Hainaut, Liège, Luxembourg, Namur).

The results of the count were analysed for the first time to determine the volume of certain manpower movements between the main regions of the country and the degree of attraction exerted by some regions on the manpower of others. A calculation was made of the proportion of unemployed domiciled in regions other than that of their last place of work. In absolute figures, the Brussels and Antwerp areas showed the largest numbers of unemployed domiciled elsewhere who last worked within them. The type of occupation of the persons concerned also appears to have had an effect. Such districts as Nivelles, Huy, Waremmes, Namur and Dinant attract particularly large numbers of workers from the Flemish regions, but this is due to a great extent to the seasonal demand in agriculture. At Bruges it is the hotel industry which attracts workers from the interior of the country during the tourist season.

In order to identify the regions which supply manpower to the others, a calculation was also made of the ratio between the number of unemployed who had last worked in the region of their domicile and the aggregate number of unemployed in the same region. The largest proportions were in the neighbourhood of the large cities of Antwerp, Brussels and Liège (47-60 per cent., the corresponding proportion for the whole country being 73 per cent.). However, these results must be used with due caution by reason of the differences in the territorial structure of the regional employment offices.

¹ Office national du placement et du chômage : *Recensement semestriel des chômeurs complets au 18.11.1957*, in collection " *Etudes économiques et sociales* " (Brussels), July 1958 (mimeographed).

Study of the distribution of unemployed women by place of domicile and last place of work confirms a fact repeatedly brought out in the past, namely that women workers are much less mobile than men: indeed, they still move very little as a rule, except in frontier areas such as Turnhout and Hasselt (where some women work in Netherlands territory) and Ypres, Courtrai and Mouscron (where a proportion of the unemployed women had last worked in France). Women migrate within Belgium in the same directions as men but to a smaller extent.

Activity of the Public Employment Services.

Placement at the national level. The activity of the public employment services in 1957 and January-July 1958 may be seen from table III. This shows a decrease, as compared with the previous year, in the aggregate number of job vacancies filled in each month, both locally and on an inter-regional basis.

TABLE III. ACTIVITY OF THE EMPLOYMENT SERVICES IN 1957
AND JANUARY-JULY 1958

Month	Number of vacancies filled	Inter-regional placements ¹		Vacancies filled by young workers under 20
		Total	In the mines ²	
<i>1957</i>				
January	14,906	730	154	2,520
February	13,667	732	145	2,439
March	19,549	874	142	2,649
April	16,082	719	99	1,788
May	22,466	662	63	2,097
June	18,675	1,315	109	1,830
July	12,050	842	124	1,665
August	12,757	670	75	2,143
September	23,387	1,239	97	2,982
October	17,619	949	75	2,451
November	10,605	815	99	1,840
December	10,414	696	149	1,812
<i>1958</i>				
January	12,382	762	189	1,718
February	11,848	788	213	1,883
March	15,717	635	92	1,828
April	16,787	459	68	1,693
May	20,811	397	47	1,858
June	14,447	319	45	1,837
July	12,773	330	63	1,631

¹ Through the special central service of the National Employment and Unemployment Office.

² Belgian workers placed in the mines for the first time.

International placement. No data are yet available regarding jobs filled by the National Employment and Unemployment Office under the various agreements concluded at the regional level (Benelux, Western European Union, European Coal and Steel Community, Organisation for European Economic Co-operation). Information has, however, been published on

the steps taken by the Belgian public employment service to give effect to these agreements.¹

The organisation of the employment service has hardly been affected, but it has proved necessary for the staff to know something about the placement methods used by the other participating countries. Accordingly, exchanges of personnel have been arranged within Benelux, and a one-day session on the placement methods of the European Coal and Steel Community (E.C.S.C.) was organised for regional office managers.

In general, placements under Benelux arrangements and some of those carried out under the E.C.S.C. are decentralised. The placement offices on the two sides of the border may establish direct contact if it appears that a job vacancy may be filled internationally. On the other hand, transmission of information within the framework of the Western European Union and within some countries belonging to the E.C.S.C. is done through the central employment service. This centralisation, although it causes loss of time, has compensatory advantages: the foreign placement office merely has to apply to the Belgian head office service, which pursues its inquiries throughout Belgium; furthermore, aliens who have not chosen their place of employment have the whole country open to them, and not merely a specified region.

Manpower Shortages.

The National Employment and Unemployment Office has recently issued a further publication on manpower shortages.² This covers the year from July 1957 to June 1958. Summarising the information provided by the national clearing service which handles job vacancies that cannot be filled locally, it shows that the number of these unfilled vacancies fell sharply during the year under review, i.e. the shortages which had been a feature of the preceding period³ were no longer so serious. The month of July 1957 was a turning-point in this regard in almost all industries, particularly quarrying, several building trades, the wood industry, metallurgy, textiles, clothing, hides and leather, the food industry, etc. However, recruitment difficulties—mainly regarding skilled occupations and young workers—continued to occur, for periods which varied from case to case, in some sectors or occupations such as agriculture, the glass industry, certain building trades, the wood and steel industry, the metal trades, paper, book production, textiles, clothing, bread and cakes, transport, hotels and restaurants (seasonal shortages) and in some salaried employments, (civil and mechanical engineers, chemists, technical draughtsmen, bilingual office workers under the age of 35, bilingual typists under the age of 30, nurses).

Assistance to the Unemployed.

Occupation on public works. During 1957 the number of unemployed occupied on public works under conditions defined by legislation⁴ varied between 4,035 in January and 7,709 in July; these figures were considerably lower than in 1956. During the early part of 1958, however, the number of unemployed found work by the public authorities increased sharply, reaching 14,491 in July.

Occupational rehabilitation. The number of unemployed who received rehabilitation training in 1957 was 1,788, or 165 less than in the preceding year. This figure includes collective rehabilitation of adults and of young

¹ "Procédures de compensation internationale en matière de main-d'œuvre appliquées par la Belgique en vertu des accords internationaux," in *Revue du Travail* (Brussels), 59th Year, No. 1, Jan. 1958, pp. 42-49.

² Office national du placement et du chômage: *Pénuries de main-d'œuvre enregistrées au cours de la période juillet 1957-juin 1958*. Collection "Etudes économiques et sociales" (Brussels), Sep. 1958 (mimeographed).

³ See *Industry and Labour*, Vol. XIX, No. 10, 15 May 1958, pp. 386-388.

⁴ *Ibid.*, Vol. XVIII, No. 7, 1 Oct. 1957, p. 258.

persons (under the age of 21) as well as individual rehabilitation. The decrease relates chiefly to collective training for adults, which fell from 1.729 to 1,506.

Action against Unemployment.

The position in the collieries threatened with closing caused acute dissatisfaction among the miners of the Borinage (Hainaut) coalfield, who considered that not enough had been done to provide the men in these pits with other employment. The central trade union organisations concerned studied ways and means of enabling Belgian miners to benefit by the rehabilitation facilities made available by the E.C.S.C. and of providing them with other employment in the same area.¹ The Regional Joint Committee for the Borinage decided that all underground miners in the pits threatened by shutdown should be employed in other pits of the region. Furthermore, the mineowners gave undertakings regarding the re-employment of surface workers.

Action was also taken by the public authorities. An Act dated 24 January 1958² requires the National Coal Council to examine all possible action—technical, administrative, economic, financial or legal—with a view to co-ordinating, rationalising and supervising the production, distribution and consumption of coal. The Council is also required to deal with such social problems as recruitment, lay-offs and re-engagement, and to prepare over-all plans for the amalgamation or regrouping of mining concessions within each coalfield, concentration of mine workings and modernisation of equipment. In so doing, it must also provide for the rehabilitation of redundant workers.

The textile industries, another sector affected by the recession, were the subject of two Royal Decrees dated 5 and 8 March 1958.³ They reduce sales and analogous taxes and waive certain tax increases in some branches of this industry. These measures, which do not relate to manpower itself, are intended to ease the position in the sector and so to lead indirectly to an improvement in employment.

Level of Employment.

The most recent available survey by the Management Board of the National Social Security Office⁴, made on 30 June 1957, places the number of workers then encompassed by the social security scheme at 1,980,483, of whom 1,830,095 were covered by the National Social Security Office, 146,658 by the National Miners' Retirement Fund and 3,730 by the Merchant Marine Security Office. The general total of 1,980,483 includes 1,538,349 wage earners (1,213,597 men and 324,752 women) and 442,134 salaried employees (289,805 men and 152,329 women). These figures show an increase as compared with 30 June 1956, when the total membership was 1,935,330 including 1,512,957 wage earners (1,197,052 men and 315,905 women) and 422,373 salaried employees (287,396 men and 143,977 women). By broad groups of occupations, as compared with 1956, the figures for 30 June 1957 show an increase in membership in manufacturing industry as a whole (1,051,330 against 1,024,283); in transport and communications (71,772 against 68,650); in commerce (242,773 against 235,863); and in hotels and personal services (62,585 against 60,788)—as regards this last section there had been a decrease in the preceding period. The group of occupations where the number of members decreased included the building and construc-

¹ *Le Peuple* (Brussels), 1 July 1958, p. 3.

² Act to amend and supplement the National Coal Council Act of 30 August 1947 and the Consolidated Acts respecting mines, opencast workings and quarries (*Moniteur belge*, 14 Feb. 1958, pp. 890-896).

³ *Ibid.*, 8 Mar. 1958, pp. 1610-1611.

⁴ Office national de sécurité sociale : *Les effectifs assujettis et les journées de travail au deuxième trimestre 1956* (C.G. 2, 948/E) (mimeographed).

tion industries (208,676 on 30 June 1957, as against 210,212 in 1956); agriculture (23,874 against 24,387) and mining and quarrying (164,737 against 165,360).

These over-all figures conceal some divergent sectional tendencies. Thus, among manufacturing industries, four were exceptions to the general upward trend, namely "animal and vegetable oils and fats", "wood and cork", "glass" and the "craft and precision industries except diamonds". It should also be noted that the textile industries employed a larger personnel on 30 June 1957 (164,097) than in 1956 (160,924), when there had been a fall as compared with June 1955; the same applies to hides and leather, where employment increased between June 1956 and June 1957 after having fallen during the preceding year.

VOCATIONAL GUIDANCE IN PERU

APPOINTMENT OF A VOCATIONAL GUIDANCE AND EMPLOYMENT COMMITTEE

A Vocational Guidance and Employment Committee was recently formed in Peru.¹

Background.

The Committee owes its origin to a decision by three Peruvian organisations concerned with vocational training and guidance (the Co-operative Employment Service, the Technical Education Directorate of the Ministry of Education, and the Peruvian-North American Co-operative Education Service) to co-operate in providing adequate guidance facilities for pupils graduating from technical education institutes.

Functions of the Committee.

The aims of the Committee are as follows :

- (a) to encourage an exchange of methods, techniques and materials ;
- (b) to provide suitable information and advice for educationalists to help them improve their vocational training and guidance programmes ;
- (c) to provide information on the labour market and on employment opportunities for pupils who have finished their vocational training ;
- (d) to facilitate the placing of workers trained under the scheme run by the Technical Education Directorate ;
- (e) to assess the value of vocational training courses by means of follow-up procedures ;
- (f) to evolve aptitude tests and vocational guidance techniques to supplement information on the labour market.

Vocational Guidance.

The Co-operative Employment Service has already provided some vocational guidance facilities and is making experimental use of methods similar to those applied in other countries to find out young people's aptitudes and true bent. The Service has ascertained that 37 per cent. of the applicants with a technical school training indicate a preference for general office work. Many young persons who are trained and qualified are unable to find jobs in their particular occupations. Others with a secondary education do not look for work in industry or else refuse it because they do not wish to be considered as manual workers and prefer to remain unemployed until they can find some kind of office work. Some of them take special courses of dubious value offered by business schools and colleges.

¹ *Industria Peruana* (Lima), Vol. XXVIII, No. 317, Oct. 1958.

Survey of Manpower and Employment Needs.

The Employment Service is trying to obtain much-needed information on occupations and the labour market for help in framing its guidance programmes. Using this information it is proposed to prepare a dictionary of occupations and a system of classification, and also to make a closer study of the unemployment and underemployment which are familiar features of the Peruvian labour market, but whose characteristics and extent are still unknown. At the present time statistics are being prepared on employment, wages and hours of work.

MIGRATION

MIGRATION TO AND FROM IRELAND IN 1957

According to figures for Irish migration published by the Central Statistics Office¹, the number of emigrants of Irish nationality² amounted to 5,588 in 1957, a reduction of 11 per cent. on the previous year; the number of immigrants in 1957 came to 820 as against 856 in 1956, a reduction of 4 per cent.; the net emigration for the year was thus 4,768.

Country of Origin and Destination.

In 1957 the United States accepted 2,866 Irish emigrants, totalling more than half the emigration (as in 1956); 1,649 emigrants went to Canada and 407 to Australia.

TABLE I. MIGRATION TO AND FROM NON-EUROPEAN COUNTRIES IN 1956-57

Country	1956			1957		
	Emigration	Immigration	Net emigration	Emigration	Immigration	Net emigration
United States	3,661	326	3,335	2,866	318	2,548
Canada	1,554	135	1,419	1,649	205	1,444
Australia	446	121	325	407	55	352
Other countries	601	274	327	666	242	424
Total	6,262	856	5,406	5,588	820	4,768

¹ Central Statistics Office: *Irish Trade Journal and Statistical Bulletin* (Dublin), Vol. XXXIII, No. 2, June 1958. For 1954, 1955 and 1956 see *Industry and Labour*, Vol. XIX, No. 2, 15 Jan. 1958, p. 60.

² In the Irish statistics the expression "Irish nationality" also applies to a small number of persons of British nationality whose last permanent residence was in Ireland.

Classification by Age and Sex.

In 1957 emigrants under 19 years of age came to 28 per cent. of the total number of emigrants, while 39 per cent. were from 20 to 29 years of age. Emigrants under 15 totalled 928 as against 709 for 1956.

As regards immigration, 59 per cent. of returning Irish nationals were from 20 to 44 years of age; 189 were over 45.

A breakdown by sex shows that the number of male emigrants and immigrants was slightly higher than that of women (51 per cent. men and 49 per cent. women).

TABLE II. OCCUPATIONS OF IRISH MIGRANTS TRAVELLING TO AND FROM NON-EUROPEAN COUNTRIES IN 1956-57

Occupations	1956						1957					
	Emigration			Immigration			Emigration			Immigration		
	M.	F.	Total	M.	F.	Total	M.	F.	Total	M.	F.	Total
Agriculture . . .	375		375	13		13	310		310	20		20
Metal workers . .	270		270	27		27	218		218	34		34
Workers in wood and furniture	144		144	18		18	136		136	18		18
Workers in building, construction and decoration	110		110	24		24	90		90	10		10
Other and undefined skilled industrial workers	183	113	296	31	14	45	140	81	221	41	8	49
Workers in transport and communication . .	183		183	14		14	127		127	18		18
Commerce, finance and insurance	306	162	468	21	4	25	239	138	377	19	2	21
Professional and technical occupations	448	430	878	116	91	207	497	376	873	98	86	184
Clerks, typists, etc.	149	294	443	19	45	64	143	262	405	12	43	55
Other unskilled workers	487	27	514	58		58	326	12	338	40	4	44
Persons engaged in personal service		793	793		58	58		476	476		40	40
Other occupations	111	48	159	21	11	32	71	35	106	18	3	21
Home duties		701	701		104	104		783	783		137	137
Not gainfully occupied	454	474	928	84	83	167	569	559	1,128	89	80	169
Total	3,220	3,042	6,262	446	410	856	2,866	2,722	5,588	417	403	820

Classification by Occupation.

Table II shows that Irish emigrants in professional or technical occupations represented 16 per cent. of the total number of emigrants; 14 per cent. were engaged in domestic service and 8 per cent. in personal service. A further 20 per cent. of the emigrants were not gainfully occupied.

Among those returning home the largest occupational groups also consisted of professional workers, technicians and domestic servants. Those not gainfully employed totalled 169, representing 21 per cent. of the total number of immigrants.

TABLE III. AGE AND SEX OF IRISH MIGRANTS TO AND FROM NON-EUROPEAN COUNTRIES IN 1956 AND 1957

Age groups	1956						1957					
	Emigration			Immigration			Emigration			Immigration		
	M.	F.	Total	M.	F.	Total	M.	F.	Total	M.	F.	Total
Under 15	369	340	709	50	58	108	470	458	928	60	59	119
15-19	298	701	999	9	17	26	249	414	663	12	17	29
20-29	1,609	1,140	2,749	136	157	293	1,248	936	2,184	145	97	242
30-34	359	274	633	79	57	136	310	252	562	62	51	113
35-44	327	247	574	64	44	108	338	296	634	64	64	128
45-54	137	142	279	38	25	63	152	195	347	27	44	71
Over 55	106	181	287	68	52	120	93	161	254	45	71	116
Age not stated . .	15	17	32	2	—	2	6	10	16	2	—	2
Total	3,220	3,042	6,262	446	410	856	2,866	2,722	5,588	417	403	820

MIGRATORY MOVEMENTS BETWEEN SPAIN AND OVERSEAS COUNTRIES IN 1957

Statistics published by the Spanish General Directorate of Labour reveal that overseas emigration of Spanish nationals rose to 57,900 in 1957, as compared with 53,082 in 1956.¹

Of the total number, 27,422 emigrants came from the four Galician provinces, i.e. Corunna (9,882), Lugo (2,897), Orense (5,644) and Pontevedra (8,979), while 8,749 (15 per cent. of the total) came from the Canary Islands (Tenerife).

Countries of Destination.

As in 1956, Spanish emigration to Venezuela accounted for about 52 per cent. of the total figure; thus, Venezuela remained the most important country of destination for Spanish emigrants. Prior to 1954 this position had been held by Argentina, which in 1957 received only 11,319 Spanish emigrants (20 per cent. of the total), an increase from 1956 (8,530) but a decrease from 1954 and 1955 (12,576 and 13,504).

Emigration to Brazil rose slightly, from 8,307 in 1956 to 8,450 in 1957; there was also a small increase in the case of Colombia but a decrease in that of Cuba, the Dominican Republic, Mexico, Peru and Uruguay.

¹ Ministerio de Trabajo: *Revista de Trabajo* (Madrid), 20th Year, Mar.-Apr. 1958, p. 108. [See also *Industry and Labour*, Vol. XVIII, No. 7, 1 Oct. 1957, pp. 275-276.

Occupational Distribution.

In 1957 the occupational distribution of Spanish emigrants was similar to that for 1956 and 1955 ; the majority consisted of women and children under the age of 15 (30,316, i.e. 52 per cent. of the total), with no occupation. Emigrants who did have an occupation consisted mostly of industrial (13,213) and agricultural (9,247) workers.

Age and Sex.

Most of the emigrants were men (32,393), and 51 per cent. (29,646) were between the ages of 25 and 55.

Repatriation.

The number of repatriates rose to 18,613, an increase of 3,750 by comparison with 1956 (14,863). About 45 per cent. came from Venezuela, followed by Argentina (3,698), Brazil (2,448), Uruguay (1,028) and the Dominican Republic (907). Out of the total number of repatriates about 65 per cent. had remained abroad for periods varying from two to ten years.

TABLE I. SPANISH MIGRATION IN 1957, BY COUNTRIES
OF DESTINATION OR FORMER RESIDENCE

Countries of destination or former residence	Emigration	Immigration	Net emigration
Argentina	11,319	3,698	7,621
Brazil	8,456	2,448	6,008
Colombia	1,011	233	778
Cuba	1,042	756	286
Dominican Republic	156	907	-751
Mexico	369	179	190
Peru	128	122	6
United States	254	229	25
Uruguay	4,611	1,028	3,583
Venezuela	30,184	8,693	21,491
Other countries	370	320	50
<i>Total</i>	<i>57,900</i>	<i>18,613</i>	<i>39,287</i>

TABLE II. SPANISH MIGRATION IN 1957, CLASSIFIED
BY MAJOR OCCUPATIONAL GROUPS

Occupation	Emigration	Immigration	Net emigration
Agricultural workers	9,247	2,925	6,322
Industrial workers	13,213	4,676	8,537
Commerce	2,806	2,040	766
Professions	477	120	327
Labourers	665	399	266
Miscellaneous occupations	1,206	687	519
Without occupation (women and children under 15)	30,316	7,766	22,550
<i>Total</i>	<i>57,900</i>	<i>18,613</i>	<i>39,287</i>

CONDITIONS OF WORK

ORGANISATION OF LABOUR PROTECTION SERVICES IN BULGARIA

On 11 July 1958 the Central Council of Trade Unions of the Bulgarian People's Republic issued a regulation dealing with the organisation of the labour inspectorate and with labour protection generally.¹

Organisation of Labour Protection.

Labour protection departments, with definite powers, are attached to the trade unions and placed under their administration. At the factory level, certain responsibilities for labour protection are also assigned to the works committees.

Labour inspection. Labour inspectorates are attached to, and run by, the district or local trade union councils. Inspectors are appointed and dismissed by the Central Council of Trade Unions on the recommendation of the district and local trade union councils.

Technical inspection. Enforcement of the safety regulations affecting acetylene equipment and the handling of carbide in factories is the responsibility of the technical inspectors attached to the district and local trade union councils, who are appointed by the labour protection branch of the Central Council of Trade Unions.

Labour protection branches of central trade union committees. Labour protection divisions or sections, comprising a fixed number of inspectors, may be set up by the central trade union committees. Appointments are made by the secretariat of the respective central committee with the approval of the labour protection department of the Central Council of Trade Unions.

Labour protection department of the Central Council of Trade Unions. The labour protection department of the Central Council of Trade Unions has over-all responsibility for labour protection and supervises and directs the work of the labour protection branches.

The work of the labour protection branches of the district trade union councils and central trade union committees is based on a monthly and quarterly programme. Regular reports are forwarded to the secretariat of the appropriate trade union committee, and copies of the quarterly reports are also sent to the labour protection department of the Central Council of Trade Unions. The secretariat of each central trade union committee makes twice-yearly reports to the Central Council of Trade Unions.

Senior inspectors have no power to override a decision by an inspector further down the line. They can either advise him to change the decision himself or else suggest to the secretariat of the trade union committee or the trade union itself that it should be reversed.

Appeals against decisions by labour inspectors are dealt with by the appropriate local trade union council, while appeals against decisions by inspectors of the central trade union committees lie with the respective central trade union committee. Appeals against irregular action by works committees are examined by the trade union association. An appeal against

¹ *Izvestia na Presidiuma na Narodnoto S'branie*, No. 72, 9 Sep. 1958.

these verdicts can be taken to the labour protection department of the Central Council of Trade Unions.

Duties of the Labour Protection Service.

Duties of the labour inspectorate. District or local trade union councils which carry out labour inspection are responsible, through their labour inspectorates, for enforcing labour legislation in general and the special legislation affecting women and young persons, for carrying out obligations arising from collective agreements, for health and safety precautions (handling of dangerous substances, lighting, ventilation, protective clothing, working equipment and premises), and for enforcing the regulations concerning the registration of employment injuries and the maintenance of work books.

The labour inspectorate investigates the causes of employment injuries and occupational diseases and prescribes the necessary preventive action. The inspectors also see to it that the necessary protective measures are taken in time, and for this purpose they draw up a quarterly analysis of accidents. It is also the task of the inspectorate to disseminate work standards and proper labour methods and to supervise the organisation and teaching of safety propaganda. The inspectors can authorise overtime subject to the relevant regulations, the employment of juveniles under 18 years of age and the dismissal of workers in cases provided for in the Labour Code.

In collaboration with other bodies, the inspectorate organises classes, lectures and exchanges of experience and provides free legal advice for the workers. It is also required to assist other labour protection agencies and the conciliation boards and to make every effort to improve the work in conditions of wage earners and salaried employees.

It has power to deal with appeals against the rulings of the conciliation boards.

Duties of the technical inspectorate. The task of the technical inspectors is to ensure that acetylene equipment is maintained in good condition and that the special regulations on the subject are observed. For this purpose, they examine acetylene equipment on installation and at least once a year thereafter; permission from the local trade council is necessary before acetylene equipment can be installed.

Duties of labour protection branches of the central trade union committee. The labour protection branches of the central trade union committees supervise the enforcement of labour protection legislation at the intermediate level within the sphere of their particular trade unions. They inspect conditions of work in undertakings and suggest measures to prevent accidents and combat occupational diseases. They see to it that labour safety regulations and standards are drawn up by establishments in certain trades and they co-operate in this work. Like the labour inspectors of the district trade union councils, the labour protection branches of the central trade union committees publicise safety regulations and correct labour methods at their particular level and give assistance to other labour protection agencies and to conciliation committees. In collaboration with the undertakings themselves, they organise regional and national inspections together with discussions, consultations, exhibitions and film shows. They sit on committees responsible for approving industrial construction or reorganisation plans, and by special arrangement take part in the examination of production plans in government agencies and ministries; finally they deal with workers' complaints on labour protection in general.

Duties of works committees in the sphere of labour protection. In conjunction with the management and other appropriate bodies, the works committees are responsible for labour protection in individual undertakings and services, and are empowered to issue instructions which must be carried out. They

ensure that labour protection plans are actually put into practice, analyse labour accidents and occupational diseases and suggest the action required to eliminate them. They also see to it that conditions of work are strictly observed (e.g. working hours, rest periods, holidays, earnings) and enforce the terms of collective agreements. In accordance with the regulations in force, they authorise overtime, direct the activities of labour protection committees and worker safety delegates, and assist labour inspectors to discharge their duties. They also educate the workers, abide strictly by the labour regulations and standards, and aid the management in the friendly settlement of any reasonable claims on the part of the workers. They are expected to create favourable conditions for the conciliation committees to operate and to ensure that decisions on labour disputes are carried out.

The regional trade union committees have the same rights and duties on the regional level as works committees.

Powers of Labour Inspectorates and Other Labour Protection Agencies.

In the course of their duties labour inspectors and technical inspectors are authorised to visit undertakings and places of work at any time and also any other facilities used by the workers (changing, baths, day nurseries etc.); they can demand the production of any records, information, materials and explanations they may require. They are empowered to give orders on the observation of the safety regulations which must be obeyed by the management and workers. They can forbid any worker who is not sufficiently familiar with safety regulations and standards to enter a place of work and they can order work to be stopped where there is any immediate danger to the workers' health or safety. Inspectors are provided with a card issued by the labour protection department of the Central Council of Trade Unions. In the event of failure or refusal to carry out their instructions, the labour or technical inspectors and works committees are empowered to refer the matter to the district trade union council to enable legal proceedings to be taken.

Inspectors are forbidden to disclose any confidential information which may come to their knowledge in the course of their duties. The origin of any complaint concerning breaches of the labour regulations must likewise be treated as confidential.

Qualifications of Inspectors.

Persons with a secondary or university education or wide experience of industry are eligible for appointment as labour inspectors. Candidates for posts as technical inspectors must have had a secondary or university education (engineers, mechanics or technicians) and must be familiar with acetylene equipment.

The labour protection department of the Central Council of Trade Unions holds periodical examinations for inspectors to keep their technical and legal knowledge up to date.

Collaboration with Other Authorities and Organisations.

Managements are required to make periodical reports on labour protection to the secretariat of their district trade union council which takes the necessary action to eliminate any shortcomings and improve the general position. The labour protection service also keeps in close touch with the appropriate ministries and government agencies, with the health authorities and also with the Public Prosecutor.

Penalties.

Penalties for breach of the labour regulations are imposed by the district trade union council on the evidence of a labour inspector, technical inspector or works committee.

Appeals against decisions by a district trade union council can be made to the labour protection department of the Central Council of Trade Unions.

CONDITIONS OF WORK IN CANADA

RECENT FEDERAL AND PROVINCIAL LEGISLATION ON HOLIDAYS WITH PAY

The Annual Vacations Act, the first federal legislation on holidays with pay to be enacted in Canada, came into force on 1 October 1958¹; the province of Nova Scotia has also recently adopted a Vacations with Pay Act.²

The Annual Vacations Act.

The purpose of the federal Act is to provide for a paid annual holiday for workers in operations that come under federal jurisdiction, that is, those defined as "federal works, businesses or undertakings". These include operations that are interprovincial or international in nature, such as railway, ship, ferry, bus, trucking, telegraph, telephone, pipeline, tunnel, bridge and canal operations, and operations relating to inland and maritime navigation and shipping, including longshoring and stevedoring. Also included are aerodromes, aircraft and airlines, radio and television broadcasting stations, banks and banking, certain federal crown corporations and certain operations (such as grain elevators, flour, feed and seed cleaning mills and uranium mines) which have been declared to be for the general advantage of Canada.

The length of the annual paid holiday laid down in the Act is one week in respect of a completed year of employment for employees who have worked for less than two years with the same employer, and two weeks for an employee who has worked for the same employer for two years or more.

Employees in many of the occupations covered by the new federal legislation are already entitled to a paid annual holiday under the terms of collective agreements. The holidays with pay provisions of all such agreements which were concluded before 1 October 1958 and are still in force on that date will continue to be valid until the expiry of the agreement. In all subsequent agreements, however, the holiday provisions should meet, or improve on, the standards laid down in the federal legislation.

The Nova Scotia "Vacations with Pay Act".

With the coming into force of the Vacations with Pay Act in Nova Scotia on 1 January 1959, all the provinces, except Newfoundland and Prince Edward Island, will have legislation establishing minimum standards for paid holidays. A statutory requirement upon employers, under either federal or provincial legislation, to give annual paid holidays to their employees under certain conditions will thus be very close to being general practice throughout Canada.

The statutory minimum periods of paid annual holiday provided in provincial legislation are not uniform. In the province of Alberta the minimum period prescribed is that laid down in the new federal Act, that is, one week after one year's service and two weeks after two years' service. In Nova Scotia, New Brunswick, Ontario and Quebec the minimum period is a flat rate of one week after one year's service; in Manitoba, one week after one year's service and two weeks after three years' service; in British Columbia and the Yukon, two weeks after one year's service; and in Saskatchewan two weeks in the first four years of service and three weeks after five years' service.

¹ *Statutes of Canada, 1957-58, Vol. I, p. 111.*

² Department of Labour: *Report on Labour Legislation Enacted and Regulations Issued under Labour Laws since September 1957* (Ottawa, 1958; mimeographed).

CONDITIONS OF WORK OF FOREST WORKERS IN QUEBEC

The Minimum Wage Commission of the province of Quebec, Canada, has issued an ordinance concerning forest operations, replacing the previous Ordinance No. 39 (1942), as amended.¹

Scope.

The ordinance applies to all logging undertakings and forest improvement undertakings in the province of Quebec, the definitions of which are laid down more precisely than in the previous ordinance. Logging operations, for the purposes of the ordinance, cover the cutting, transport and loading of wood on boats or railroad cars, and the barking and bucking of wood before loading on such boats or cars, but do not include the processing of wood outside the forest. Forest improvement undertakings include the construction and maintenance of roads, camps, dams, pillars, loading and driving facilities, and improvement works such as thinning out the forest, drainage and irrigation of the soil, reforestation and driving undertakings (river floating). For the first time, caterers operating for the benefit of any one of the above-mentioned undertakings are included in the scope of application of the ordinance.

An employer is broadly defined as any person employing one or more employees, including any contractor, subcontractor, jobber or any other person who directs or controls one or more employees or who has total or partial responsibility for the payment of wages to one or more employees. The provisions of the ordinance apply to all forest workers, except certain categories, among which are included: workers employed in woodworking and wood-processing plants, except those working in sawmills located in the forest producing lumber for exclusive use in logging operations; employees transporting wood already removed from the forest; employees of a farmer or settler working in woodlands forming part of an agricultural undertaking; the employer's wife; employees hired in an emergency for fire fighting or prevention work, and some others. Also exempted are employees covered by a collective labour agreement, the terms of which are generally more favourable than the provisions of the ordinance.

Hours of Work.

Daily working hours include any time in excess of one hour spent travelling between the camp and the worksite, which must be paid for at regular rates. Under the previous ordinance, travelling time was paid for any distance beyond one mile that the worker had to cover between the camp and the working area.

The regular work week is fixed at 54 hours for all but the following classes of employees: cooks, kitchen help, camp guardians, stablemen, dam and gate guardians, firefighters, fellers working on piece rates and employees engaged in loading or unloading ships or boats. Workers in these occupations are not considered as having a regular work week. For all other employees, any hours in excess of 54 per week are considered as overtime and must be paid at the same rate as for their regular working hours, and at not less than the minimum rate set for their occupation. However, an exception is made for employees who are paid on a weekly, monthly or yearly basis and who earn more than a specified minimum per week. Such employees are not entitled to payment for overtime.

Weekly Rest.

Employees who have a regular work week must be allowed, each week, a rest period of 24 consecutive hours or two rest periods of 18 consecutive

¹ Quebec Official Gazette, Vol. 90, No. 17, 26 Apr. 1958, pp. 1553-1559. See also summary in The Labour Gazette (Ottawa), Vol. LVIII, No. 6, 30 June 1958, pp. 646-649.

hours each. The employees mentioned above who are not considered as having a regular work week are not covered by this provision.

Paid Vacations.

Every employee covered by the ordinance is entitled to 2 per cent. of his earnings as a vacation allowance, provided that he has worked at least 75 days within a four-month period for the same employer. The vacation allowance is payable when the worker leaves, and the allowance for the preceding 12-month work period must be paid between 1 May and 1 June of each year.

Other Provisions.

A written statement of earnings must be given to each employee with his pay, and the information which such statements must contain is set forth in greater detail than in the former ordinance. Deductions from wages may be made only for certain specified purposes, among which are : deductions imposed by a legislative enactment or a court order, or cash advances made to the worker from time to time. The employer is also authorised to deduct from the employee's wages a charge for board and lodging, for which a maximum price is fixed in the ordinance, but he is forbidden to charge a rental fee for the use of blankets. He may also deduct from wages the price of goods sold in the camp and the cost of laundering any article, provided that lists of prices for goods and laundering are posted up in a conspicuous place in a camp building or in the employees' living quarters. The value of returnable tools, safety garments, bedding or blankets lost or not returned is also deductible, provided that rates are posted and mentioned on the pay statement.

Method of Fixing Minimum Wage Rates.

The new minimum wage rates for forest workers are no longer based on an occupational classification. In the previous ordinance, six different categories of workers were recognised, and different minimum rates of pay were set for a large number of different occupations within each group. The new method greatly simplifies the rate structure by grouping the workers in three categories, according to the extent to which their hours of work can be ascertained. Thus, for workers whose hours are verifiable, a minimum hourly rate is fixed ; for those whose hours are unverifiable, there is a daily minimum wage ; and for those who have no regular work week (see above) a minimum weekly rate is fixed. These three minimum rates cover all forest workers, whatever their occupation, except pieceworkers and the inexperienced or handicapped, who cannot maintain a normal rate of output.

With regard to this latter group, the ordinance specifies, as did the former regulations, that the number of inexperienced or handicapped workers may not exceed 20 per cent. of the total labour force in any one camp. A lower hourly and daily minimum rate is payable in their case, according to whether or not their working time is verifiable. For fellers on piecework, the rates depend largely on the type of wood being cut (pulpwood, firewood, sawlogs) and also on the extent to which some auxiliary operations are performed by the fellers. Thus a higher rate is paid when barking is included in the feller's work, and if he does not do the piling of logs or the construction of small hauling roads, his rate of pay may be lowered, but his earnings may not be less than the prescribed minimum per day for workers with a regular work week.

Employers' Obligations.

The employer is required by the ordinance to maintain a complete work record for every employee (which must be preserved for six years), to forward to the Minimum Wage Commissioners in writing any particulars which may be requested by them, and to post in the camps any regulations,

ordinances, etc., sent to him by the Commissioners for this purpose. He must give written notice to the Commission of his intent to open camps. He must sign a written contract with every employee he engages, stating the terms of employment, method of remuneration and wage rate. One copy of the contract is given to the employee, and another is forwarded to the Commission.

The employer, as under the previous regulations, must pay for the transport (including board and lodging *en route*) of the employee and his baggage from the terminal point of the public highway to the camp and back ; however, he may claim from the employee any sum specified in the engagement contract in return for such services. The employer is responsible for the cost of shoeing and feeding horses provided by the employee ; and he must also furnish all employees, except pieceworkers or job workers, with the necessary tools and accessories. Employees are not compelled to pay for tools broken or worn out with use, but they may be charged for tools or other equipment lost or not returned.

REDUCTION OF HOURS OF WORK IN THE UNION OF SOVIET SOCIALIST REPUBLICS

On 3 November 1958 the Central Committee of the Communist Party, the Council of Ministers of the U.S.S.R. and the All-Union Central Council of Trade Unions decided to reduce hours of work without loss of earnings in the engineering, petroleum and gas industries.¹

This measure, which is the direct outcome of recent increases in productivity and production, follows upon a similar measure taken on 22 April 1958 with regard to heavy industry.²

Time-table.

The time-table for the introduction of the new measure is as follows:

(a) armaments, aircraft, shipbuilding, radio, generators, mining equipment, metallurgy, petroleum and gas extraction, refining, chemicals and drilling : between the fourth quarter of 1958 and the second quarter of 1959 ;

(b) manufacture of rolling stock, automobiles, ball-bearings, machine tools, factory equipment, electrical apparatus, tractors and farm machinery, precision instruments, pumps and compressors, refrigeration machinery, and peat extraction : between the fourth quarter of 1958 and the third quarter of 1959 ;

(c) other engineering undertakings (controlled by the regional economic councils or the ministries and departments of the Federated Republics) : between the last quarter of 1958 and the last quarter of 1959 ; and

(d) all local engineering undertakings : in the second half of 1959.

Execution.

The State Committee on Labour and Wages of the Council of Ministers of the U.S.S.R., assisted by the councils of ministers of the Federated Republics, the regional economic councils and the trade unions, is required to submit detailed proposals to the Government within two weeks for introducing the shorter working day and for readjusting wages and salaries in the undertakings concerned.

The regional economic councils, the ministries and the departments of the U.S.S.R. are empowered, by agreement with the trade union councils

¹ *Trud* (Moscow), 4 Nov. 1958.

² See *Industry and Labour*, Vol. XX, No. 9, 1 Nov. 1958, pp. 352-353.

and the Central Trade Union Council, to introduce a five-day week (with an eight-hour working day and two days off per week) wherever this is practicable. In continuous process undertakings and in certain operations where the work of a shift cannot be interrupted, wage earners and salaried employees must be given extra days off to compensate for time worked in excess of the prescribed standards.

Where the new schedule is in operation, the regional economic councils, ministries, departments, committees of regional councils of working people's deputies and managements must take appropriate technical, economic and organisational measures to maintain the current level of output, i.e. by introducing new techniques, improving organisation and working conditions and eliminating time-wasting operations.

The trade union central committees, the trade union councils of the various republics, regions and districts, works councils, and local trade union committees in the undertakings to which the new decision applies are urged to take an active part in discussing and carrying out this measure, with a view to making the best possible use of existing production facilities, increasing productivity, and improving working conditions.

CO-OPERATION

A SEMINAR ON CO-OPERATION IN ISRAEL

A seminar on co-operation is being held at present in Israel ; it was scheduled to run for three months, from 15 November 1958 to 15 February 1959.¹

Background.

The seminar, which is being held at the Workers' College, Tel-Aviv, has been planned mainly for representatives of co-operative organisations in Asia and Africa. It is being conducted by the Israeli Co-operative Movement in conjunction with the General Federation of Labour (Histadrut), the General Co-operative Association of Labour (Hevrat Ovdim), the Hebrew University and the Department of Co-operation of the Ministry of Labour. Participation is being limited to about 30 persons.

Purpose of the Seminar.

The main purpose of the seminar is to offer a course of study with special regard to the problems of organisation and management of various forms of co-operative enterprise. It is also aimed at enabling co-operators from different parts of Asia and Africa to exchange experiences and views on co-operative problems, and on the role co-operatives can play in newly developing countries. The organisers of the seminar hope that such an exchange will prove valuable both to the participants as well as to the co-operative movement in Israel.

The participants have the opportunity to compare their experiences with those of the co-operative movement in Israel and to make a more specialised study of any of its branches that may be of particular interest to them ; they are also encouraged to take part in the activities of various types of co-operatives.

The co-operative movement of Israel, which has made a noteworthy contribution to the development of the country, covers a wide range of

¹ Hevrat Ovdim, Histadrut Building, Tel-Aviv : *Seminar on Co-operation* (brochure), 1958.

activities ; the attempted solutions to the various problems and difficulties that have been encountered in the development of those activities may, it is felt, offer suggestions for the solution of similar problems elsewhere. The organisers of the seminar believe that the ideals of co-operation, mutual aid and self-help can make a valuable contribution towards solving some of the specific problems concerning co-operative development in Asian and African countries, and towards a fuller utilisation of their resources and opportunities.

Programme and Curriculum.

The seminar programme includes : a tour of the country and visits to co-operative enterprises ; lectures and studies ; active participation in a *kibbutz* (collective settlement) ; active participation in a *moshav* (small-holders' co-operative settlement) ; visits to co-operative villages where immigrants from low-income countries have been settled ; study of a branch of the co-operative movement, chosen by each participant ; preparation of a report on the work and conclusions of the seminar.

The programme of study includes the following subjects :

- (a) the international co-operative movement ;
 - (b) the co-operative movement (i) in Asia and Africa and (ii) in Israel ;
- and
- (c) the organisation and management of co-operatives.

WORKERS' EDUCATION

INTERNATIONAL CONGRESS ON ADULT EDUCATION

An International Congress on Adult Education was held at Charleroi, Belgium, from 30 June to 6 July 1958.

Attendance.

Approximately 300 delegates, of whom about 40 were foreign experts, attended this Congress, which was sponsored by the Minister of Education, the National Council for Adult Education and U.N.E.S.C.O. An I.L.O. observer was also present.

Agenda.

The main subject under discussion was the training of staff for adult education. Papers were submitted on the following topics :

- (a) the need for adult education in underdeveloped countries and other areas ;
- (b) the contribution of the social sciences to progress in adult education ;
- (c) the recruitment, training and selection of staff for adult education ;
- (d) the training of adult education organisers and leaders ;
- (e) the training of staff for workers' education ;
- (f) the status of adult education.

These papers, which were printed in pamphlet form, were read by their authors, who were experts from different countries, and were discussed in general debate and in committee. A comprehensive report, dealing with these papers and the conclusions of the Congress, will eventually be issued.

Conclusions of the Congress.

General. The Congress considered that adult education, in its broadest sense, must aim at educating the whole man, in his capacity as a producer, citizen and private individual, in order to fit him to play a more effective part in social, economic and political life. Democracy was not enough by itself, but without it, no worthwhile progress in adult education could be made, and freedom of association was essential. Conversely, adult education was one of the bulwarks of democracy and determined the real amount of progress it could make.

Education. A broad view was necessary in education. On the one hand, the kind of education given in the family and at school, together with the spirit behind it, influenced the chances of successful adult education afterwards; on the other, the fairly widespread reduction in working hours opened up increased opportunities, enabling the acquisition of essential knowledge to be spread over more than one period in life. In this way, school and vocational education should gradually lose the psychologically unsound emphasis on the absorption of a mass of facts which still characterised them in many cases.

In discussing the factors influencing the development of adult education, the Congress laid stress on the importance of appropriate legislation, and quoted the French Works Councils Act of 1945¹, and the French Act of 1957 granting workers unpaid leave for educational purposes.² Other speakers gave an account of the work done by the universities and the co-operation between them and the workers' and adult education organisations, as in England and Scandinavia. The Congress also noted with satisfaction the results obtained at the international level by organisations such as the United Nations Educational, Scientific and Cultural Organisation (U.N.E.S.C.O.), the International Labour Office, the Food and Agriculture Organisation, etc., whose educational programmes made a useful contribution to the training of staff for adult education.

Training of staff for adult education. The training of staff for adult education, as it emerged from these reports and discussions, was still somewhat haphazard in many cases. The committee which dealt with this question urged that the general training of staff for adult education should be broadened, especially in the social sciences. The staff should also receive a thorough technical training in the subjects taught; this applied not only to the actual teaching staff, but also to those on the administrative side. Instructors should be given training in teaching methods either by the bodies for which they worked or in special institutions.

Related professions. The Congress made special reference to the professions which were closely concerned with social questions, such as doctors, engineers and agricultural experts, and thought it important that they should realise their indirect educational responsibilities and should be able to make the right mental and technical approach.

Status of instructors. Many of the papers submitted pointed out that the recruitment of staff for adult education was seriously hampered by the absence of career openings, the insecurity of employment, the instability of educational bodies, and low salaries. It was hoped that, where possible, adult educationalists would receive the same status as other teachers in order to protect them against the insecurity which has hitherto deterred many able men and women from entering the profession.

¹ See *International Labour Review* (Geneva, I.L.O.), Vol. LI, No. 1, Jan. 1945, p. 75.

² See *Industry and Labour*, Vol. XIX, No. 2, 15 Jan. 1958, p. 76.

EMPLOYERS' AND WORKERS' ORGANISATIONS

ACTIVITIES OF THE INTERNATIONAL CHAMBER OF COMMERCE

SEVENTH SESSION OF THE COMMISSION ON ASIAN AND FAR-EASTERN AFFAIRS AND FIRST ASIAN BUSINESSMEN'S CONFERENCE

The Seventh Session of the Commission on Asian and Far-Eastern Affairs (C.A.F.E.A.) of the International Chamber of Commerce (I.C.C.) was held at Manila (Philippines) in conjunction with the First Asian Businessmen's Conference.¹

The Businessmen's Conference.

Attendance. The Businessmen's Conference was attended by some 230 delegates of trade associations and individual employers (both members and non-members of the I.C.C.) from nine Asian countries. It was also attended by observers from six European countries, from the United Nations Economic Commission for Asia and the Far-East, the World Bank for Reconstruction and the I.L.O.

Agenda. The four principal subjects on the agenda were as follows :

- (a) The Role of Nationalism in Economic Development.
- (b) Regional Co-operation and the Joint Venture Approach.
- (c) The Common Market Concept.
- (d) An Asian Common Market and Payment Union.

Conference report. Following discussion on these four points a report was adopted by the Conference for transmission to the Commission.

The Commission.

Report of the Secretary-General of the C.A.F.E.A. On the theme " All-Out Efforts to Develop Prosperity " the Commission resumed its regular programme of work after the closing of the Businessmen's Conference. The 54 delegates, and many observers from countries outside Asia, heard a report from the Secretary-General of the C.A.F.E.A. on the work of the Commission.

Message from the Secretary-General of the I.C.C. A message from Mr. V. Hill, Secretary-General of the I.C.C., to the Seventh Session of the Commission emphasised the necessity for combined action by members of the I.C.C. in countries at all stages of economic development and the necessity of putting I.C.C. resolutions into effect once they have been adopted.

Resolutions adopted. The Commission adopted a number of resolutions on various technical aspects of Asian trade and economics, such as : private investment in industry ; regional co-operation for technological progress ; international fairs ; trade promotion ; prices and trade in agriculture and industry ; the European Common Market and the Far-East ; international commercial arbitration ; and regional trade promotion talks.

The resolution on private investment urges both private and government circles to take steps to raise the present level of such investments. Preference

¹ *I.C.C. News* (Paris), Vol. XXIV, No. 6, Sep. 1958.

should be given to private competitive industry, and governments should promote such basic necessities as transport, warehousing, etc. Foreign assistance should be attracted towards the improvement of the managerial and technical skills required for industrial expansion.

In the resolution on regional co-operation, which is concerned with the problems of small-scale industry, it is considered that governments should help to establish cottage and small-scale industries in rural areas, and that they should co-operate in inviting experts from abroad and training personnel for promoting such schemes.

Programme for 1958-60. Subject to the approval by the I.C.C. Council, the C.A.F.E.A. programme of work for 1958-60 is as follows: the role of nationalism in economic development; regional co-operation and the joint venture approach to economic development; the Asian Bank and Payment Union; rural development in the countries of Asia and the Far-East; the creation of a development savings bank in each country of the C.A.F.E.A. region; the necessity, ways and means of improving distribution techniques and marketing in the region, facilities of tourism and travel in the region, especially for businessmen; and an Asian Common Market.

EIGHTY-SEVENTH ANNUAL GENERAL MEETING OF THE CANADIAN MANUFACTURERS' ASSOCIATION

The Canadian Manufacturers' Association (C.M.A.) held its 87th Annual Meeting at Montreal on 4 and 5 June 1958.¹

The meeting was attended by nearly 1,700 representatives of the national industry. The Prime Minister of Canada and General A. Gruenther, President of the American National Red Cross, addressed the meeting on the "Challenge of the Years Ahead" and on "Some Aspects of the Security Problem of the Free World" respectively.

Agenda.

On the theme "Industry—New Horizons" the participants had before them the following seven problems which were dealt with in as many separate conferences: management; industrial relations; trade and tariff; transportation; marketing; public relations; and education.

In his speech to the meeting, the President of the C.M.A., Mr. H. V. Lush, emphasised the need for higher investment and for higher consumption of national manufactured products to develop Canadian industry, and the need to process more and more raw materials and enforce a tariff policy.

In his report the General Manager touched on the question of immigration and said that Canada had received 282,000 immigrants in 1957. He called for a long term, liberal immigration policy and believed that over the next quarter of a century Canada would probably need all the morally, mentally and physically healthy people who will wish to enter the country.

Referring to the national education programme, he said that industry was finding difficulty in meeting its need for scientists, engineers and higher technical personnel. The Association would continue to devote much effort to this question.

Election.

Mr. I. McRae was elected President of the C.M.A. for the year 1958-59.

¹ C.M.A.: *Industrial Canada* (Toronto), Vol. 59, No. 3, July 1958. For a note on the 86th Meeting, see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 144.

THIRD INTERNATIONAL CONFERENCE OF METAL AND ENGINEERING WORKERS

The Third International Conference of Metal and Engineering Workers, sponsored by the Trade Unions International of Metal and Engineering Workers, a trade department of the World Federation of Trade Unions, was held in Prague from 21 to 25 September 1958.¹

Attendance.

One hundred and sixty-seven delegates, observers and guests representing 37 countries and 38 organisations took part in the Conference, together with representatives of the W.F.T.U. and of its various trade departments, and an observer from the International Labour Office.

General Resolutions.

Mr. G. Adducci (Italy), General Secretary, presented a report on the work of the Trade Unions International to develop fraternal co-operation and united action among the trade unions of men and women employed in the metal and engineering industries. At the close of the discussion, the Conference passed a general resolution which is summarised below.

The Conference noted that, since its second session in Vienna (1954), both productivity and profits in the capitalist countries had increased considerably, whereas the workers' living and working conditions had generally deteriorated owing to the fall in the purchasing power of wages and the faster tempo of work. The introduction of modern production methods and automation had not been accompanied by action to deal with the social consequences. Freedom of association, other democratic freedoms and social progress had been jeopardised by employers and governments. Nevertheless, the trade unions had displayed greater unity and solidarity, both nationally and internationally, and, by constant efforts, had succeeded in preventing further exploitation. They had even been able to secure a few noteworthy gains, particularly in the form of shorter working hours. The Conference welcomed this result, as well as the successes achieved in the construction of socialism.

The resolution went on to state that the international political and economic situation was more alarming than ever, and referred to the economic crisis in the United States, its repercussions in other capitalist countries and the increase in unemployment. It listed the most important demands (increased wages, reduction in working hours without loss of earnings, achievement and preservation of trade union rights and democratic freedoms) which, together with others, could form a basis for united action by workers and trade unions in the capitalist countries. The Conference also came out in favour of a policy of peaceful co-existence and the development of international trade between all countries in the interests of the working masses, aid to underdeveloped countries, the strengthening of the workers' movement everywhere and the establishment of an international school for the training of trade union leaders and members. Other important tasks and permanent obligations mentioned by the resolution were the establishment of friendly relations and solidarity among metal and engineering workers throughout the world and co-operation between their trade unions, including exchanges of information and experience, the conclusion of agreements for co-operation and the exchange of delegations without distinction as to affiliation. The Trade Unions International must persevere in its efforts to

¹ Trade Unions International of Metal and Engineering Workers (trade department of the W.F.T.U.): *Information Bulletin*, No. 5, Oct. 1958, p. 1. For the previous conference, see *Industry and Labour*, Vol. XIII, No. 1, 1 Jan. 1955, p. 45.

establish co-operation with the other international organisations. On this subject the Conference addressed open letters to the workers of the United States and of the International Metalworkers' Federation.

Report on the Underdeveloped Countries.

Mr. M. Elias (India) presented a report on the duties of the metal and engineering workers' unions in connection with the struggle for independence, industrialisation, the economic development of underdeveloped countries, and the raising of the workers' living standards. In its resolution on the subject, the Conference recalled that more than half the world's raw materials came from underdeveloped countries and were exported at low prices to the imperialist countries, which re-sold manufactured consumer goods at abnormally high prices. It protested at the so-called economic assistance provided by the imperialist powers and expressed satisfaction at the unconditional assistance provided by the Soviet Union and the other Socialist countries. It enumerated the chief claims of the workers in underdeveloped countries and with a view to ensuring their success, called for unity among all workers, and for the organisation of meetings, regional conferences and visits of trade union leaders.

Other Resolutions.

European Coal and Steel Community. The European Coal and Steel Community was denounced as an effort to increase the power of monopolies and to overcome the internal contradictions of imperialism by aggravating the joint exploitation of workers in the member countries. In the light of the experience acquired during the five years since the conclusion of the treaty establishing the Community, the Conference considered the opposition of the trade unions and of the workers fully justified and called upon them to maintain a united front, which should be extended to the other countries of the Free Trade Area. For this purpose it drew up a list of major objectives as a proposed basis for joint action. After noting, moreover, that the trade union organisations affiliated to the W.F.T.U. had been excluded from consultative status in the European Economic Community, it protested against this discrimination. The Trade Unions International would assist and co-operate with trade union co-ordination and action committees in the countries concerned.¹

As regards the operation of the European Common Market treaties in the overseas countries, the Conference drew attention to the need for strengthening the solidarity of workers in these countries and approved a decision to extend a standing invitation to the General Union of Workers of Africa South of the Sahara (U.G.T.A.N.), to attend the meetings of the Co-ordinating Committee.

Automation. The problem of automation was dealt with in a special resolution. The Conference considered that this development, far from lessening capitalist exploitation, had led to a worsening in the workers' conditions. Under socialism, on the other hand, with the abolition of private ownership of the means of production considerable progress had been achieved and still greater advances were in preparation. The Conference called upon the unions to examine carefully the new problems arising out of automated production, to strengthen their unity, to co-ordinate their resistance against its pernicious consequences for the workers in the capitalist countries and to form a common front in dealing with employers, governments, the authorities and the International Labour Office.

Establishment of Central Committees for Individual Industries.

During the Conference a number of meetings were held to deal with individual industries. These included iron and steel and foundries, ship-

¹ See *Industry and Labour*, Vol. XX, No. 6, 15 Sep. 1958, p. 245.

building, automobiles, electrical engineering, and general engineering (rolling stock, machine tools and aircraft). The Conference decided to set up central committees for each of these industries within the Trade Unions International. Membership of these committees is open to all trade union organisations in the industry concerned, regardless of international trade union affiliation. In the immediate future they will concentrate on the following problems : wages, social benefits and unemployment, the European Common Market, repercussions of the United States, recession, international trade, help for, and solidarity with, underdeveloped countries in their struggle for independence, and industrialisation and the improvement of working and living conditions in these countries.

Elections.

The Conference unanimously elected the new Executive Committee of the Trade Unions International, with Mr. L. Mascarello (France) and Mr. G. Adducci (Italy) as Chairman and General Secretary respectively.

INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS

FOURTH ASIAN REGIONAL CONFERENCE

The Fourth Asian Regional Conference of the International Confederation of Free Trade Unions (I.C.F.T.U.) was held at Kuala Lumpur (Federation of Malaya) from 30 August to 6 September 1958.¹ Mr. J. J. Hernandez (Philippines) presided, and the Prime Minister of the Federation of Malaya inaugurated the Conference.

Attendance.

The Conference was attended by 29 delegates and eight advisers from 11 countries representing 18 organisations (including seven from Japan), with a total membership of 4,710,180. Observers to the Conference included representatives of the International Labour Office, the Plantation Workers' International Federation (P.W.I.F.), the General Council of Japanese Trade Unions (*Sohyo*), the Viet-Nam Workers' Union and the I.C.F.T.U. Asian Trade Union College.

Report on Activities.

The Conference discussed the reports on organisational and educational activities of the Asian Regional Organisation of the I.C.F.T.U. during the period from 1 January 1957 to 30 June 1958. In the report on organisational activities, it was stated that on 30 June 1958 the total membership of the I.C.F.T.U. Asian Regional Organisation was 5,809,336, belonging to 30 trade union organisations in 12 countries, whereas the membership on 31 December 1956 was 5,074,716, belonging to 25 trade union organisations in 11 countries. During this period missions were sent to Japan, Hong Kong, India, Viet-Nam and Indonesia, which greatly helped in strengthening the free trade union movement in Asia and gave much-needed help and advice to affiliated organisations. The educational activities report stated that during the period under review, the I.C.F.T.U. Asian Trade Union College had held three international courses, two national courses, four short courses and two seminars, and that a total of 378 trade unionists had participated.

¹ Communication from the I.C.F.T.U. For the previous Conference, see *Industry and Labour*, Vol. XVIII, No. 5, 1 Sep. 1957, p. 205.

Resolutions and Statements Adopted by the Conference.

Freedom of association and the right to organise in Asia. The Conference considered that a free and democratic trade union movement was one of the cornerstones of a free and democratic society, and that freedom of association and the right to organise were basic rights of the workers. It urged the governments of the Asian countries to take the necessary steps to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948, the Right to Organise and Collective Bargaining Convention, 1949, and the Right of Association (Agriculture) Convention, 1921. The Executive Board of the Asian Regional Organisation was urged to set up a subcommittee to collect information relating to infringements of the right to organise and to give all possible help to affiliated national organisations in protecting this fundamental right of the workers. Special resolutions were also adopted concerning trade union rights in Japan and Thailand.

Industrialisation and the trade union movement. The Conference recommended that the governments of the Asian countries should take appropriate steps, in consultation with the trade unions, to raise the workers' living standards, which continued to be low in spite of the growth of industry. It called on the authorities concerned to remedy the growing shortage of workers' housing and to introduce comprehensive social security schemes. It also urged the trade unions to take all possible steps to strengthen their organisation in order to be able to deal with the economic and social problems resulting from rapid industrialisation. The unions were likewise advised to strengthen industrial unions and trade union finance, to introduce schemes for social benefits, to promote trade union education and to organise agricultural workers.

Fluctuations in prices of primary products. The Conference was convinced that monopoly and speculative operations and artificial manipulations were the main factors in causing fluctuations in the prices of the primary products. It directed the Asian Regional Organisation to continue all necessary action for urging the Economic Commission for Asia and the Far East (E.C.A.F.E.), the Food and Agriculture Organisation (F.A.O.) and the United Nations Commission for International Commodity Trade to take the necessary action to check these fluctuations. The producing and exporting countries on the one hand, and the consuming and importing countries on the other, were urged to co-operate with a view to concluding flexible international commodity agreements, fixing minimum and maximum prices for an agreed period and guaranteeing purchases and sales.

Elections.

Mr. J. J. Hernandez (Philippines) was re-elected Chairman, and Mr. G. Mapara Asian Regional Secretary.

ERRATUM

Vol. XXI, No. 1, 1 January 1959

THE 140TH SESSION OF THE GOVERNING BODY

Page 22, Case No. 136 : United Kingdom (Cyprus), seventh line :

For “ illegal ” read “ legal ”.

CORRESPONDENTS

(continued from outside back cover)

Chile: Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).

China : Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa).

Colombia: Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá (" Interlab Bogotá "; Tel. Centro 63 60).

Costa Rica: Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José (" Interlab San José "; Tel. J 4810).

Cuba: Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana (" Interlab Habana "; Tel. M 7813).

Czechoslovakia: Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.

Ecuador: Mr. V. Gabriel GARCÉS, Asunción 409, Quito (" Interlab Quito ").

Greece: Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).

Haiti: Mr. L. Max FOUCARD, Bureau du travail, rue de la Révolution, Port-au-Prince (" Interlab Port-au-Prince Haïti ").

Iran: Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran (" Interlab Teheran "; Tel. 32967).

Israel: Mr. E. MARGALIT, Ministry of Labour, Jerusalem (" E. Margalit, Interlab, Jerusalem, Israel ").

Lebanon: Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth (" Interlab Beyrouth ").

Netherlands: Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague (" Soza The Hague "; Tel. 18 32 20).

Norway: Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. (" Interlab Oslo "; Tel. 417800).

Pakistan: Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi (" Interlab Karachi ").

Philippines: Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila (" Interlab Manila ").

Poland : Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.

Portugal: Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).

El Salvador: Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.

Spain: Mr. Luis ARROYO, O'Donnell 53, Madrid (" Interlab Madrid ").

Thailand : Mr. M. DULYACHINDA, Phya Anuraks 152, Pejburi Road, Bangkok.

Turkey: Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara (" Interlab Ankara ").

Union of South Africa: Mr. L. C. LOOCK, Chief, International Labour Affairs Division, Department of Labour, Schoeman Street, Pretoria.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.

Uruguay : Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo (" Interlab Montevideo "; Tel. 9 39 52).

Venezuela: Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas (" Interlab Caracas "; Tel. 812 726).

Yugoslavia: Mr. Ratko PEŠIĆ, Nemanjina 34, Belgrade.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Asia : I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean : Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42 México 1, D.F., Mexico ("Cedeac Mexico"; Tel. 12 26 78).

Latin America : Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East : Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil : Mr. Pericles DE SOUZA MONTEIRO, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada : Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. 3-9182).

France : Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VIIº ("Interlab Paris"; Tel. Littre 92-02 and 92-03).

Germany (Federal Republic) : Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India : Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy : Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan : Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

United Kingdom : Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States : Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina : Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 344943).

Australia : Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne C.I, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria : Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium : Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia : Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

Bulgaria : Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

(Continued overleaf)

VOL. XXI, No. 4
15 FEBRUARY 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 4

15 FEBRUARY 1959

CONTENTS

International Labour Organisation		Page
The <i>Republic of Guinea</i> Becomes a Member of the I.L.O.	121	
An I.L.O. Asian Regional Seminar on Co-operation	121	
Ratification of International Labour Conventions by the <i>Republic of Guinea</i>	122	
Declarations by the <i>United Kingdom</i> concerning the Application of a Convention in Non-Metropolitan Territories	123	
Office Publications and Documents	123	
 International Organisations and Conferences		
Recommendation of the O.E.E.C. on Standards of Employment Service Organisation	126	
 Social and Economic Policy		
Establishment of a National Research Council in <i>Ghana</i>	127	
The <i>Libyan</i> Labour Act	128	
 Labour-Management Relations		
A National Joint Agreement in <i>Belgium</i> concerning the Status and Duties of Works Councils	131	
Labour-Management Relations in <i>Peru</i> :		
Establishment of a Permanent Committee for the Textile Industry	134	
Machinery for Direct Labour-Management Negotiations	135	
 Manpower		
Recommendation of the O.E.E.C. on Standards of Employment Service Organisation	136	
A Study of Women's Employment in <i>India</i>	136	
Rehabilitation of the Disabled in <i>Switzerland</i>	139	
Young Persons Entering Employment in the <i>United Kingdom</i> in 1957	141	
 Conditions of Work		
New Legislation Governing Conditions of Work in <i>Haiti</i>	143	
Conditions of Employment of Young Workers in <i>Poland</i>	144	

	Page
Hours of Work and Annual Leave in <i>Switzerland</i> :	
Rejection of Proposal for a Statutory 44-Hour Week	146
Reduction in Hours of Work in the Federal Railways and Other Government-Run Undertakings	146
Statutory Paid Annual Holidays in the Canton of Geneva	147
 Social Security 	
Convention between <i>Czechoslovakia</i> and the <i>Union of Soviet Socialist Republics</i> on Co-operation on Health Care	148
Social Security Developments in the <i>Philippines</i>	148
An Invalidity Insurance Bill in <i>Switzerland</i> : Adjustment of Old-Age and Survivors' Insurance	150
 Co-operation 	
An I.L.O. Regional Seminar on Co-operation	155
Twenty-First Biennial Congress of the Co-operative League of the <i>United States</i>	155
Erratum	157

INTERNATIONAL LABOUR ORGANISATION

THE REPUBLIC OF GUINEA BECOMES A MEMBER OF THE I.L.O.

On 21 January 1959 the Republic of Guinea became a Member of the International Labour Organisation.

As a Member of the United Nations Guinea entered the Organisation by communicating to the Director-General of the I.L.O. its formal acceptance of the obligations of the Constitution.

The entry of Guinea brings the number of member States of the I.L.O. to 80.

AN I.L.O. ASIAN REGIONAL SEMINAR ON CO-OPERATION

A regional seminar on co-operation was organised by the International Labour Office, under the Expanded Programme of Technical Assistance, at Rangoon from 17 to 29 November 1958.

It was attended by 18 participants from the following 11 countries: Burma, China, Hong Kong, Indonesia, Japan, Malaya, Pakistan, the Philippines, Singapore, Thailand and Viet-Nam. In addition, there were observers representing the Government of Burma and the United Nations Technical Assistance Administration.

Purpose and Theme.

The seminar was the sixth in a series organised by the I.L.O. in Asia since 1953, all of which set out to study Asian co-operative problems from a specifically Asian point of view, one subject of topical importance being dealt with in each. The first four were in the nature of training courses. The fifth, held in Nuwara Eliya (Ceylon) in 1957¹, had revealed a considerable need for more detailed study of the administration and management of co-operative societies in the light of current co-operative developments in Asia.

The Rangoon seminar, therefore, had as its theme: "Problems and methods of internal administration and management (including research) of co-operative societies in the region in the light of diversification and extension of their activities already effected or contemplated."

Programme of Study.

The programme of study was as follows:

- (a) forms and functions of control, direction and management of co-operatives;
- (b) policy development and execution in co-operatives;
- (c) organisation and conduct of co-operatives;
- (d) financial aspects of administration;
- (e) organisation and conduct of credit, marketing and merchandising operations;
- (f) accounts and records;

¹ See *Industry and Labour*, Vol. XIX, No. 8, 15 Apr. 1958, p. 312.

- (g) budgeting, financial statements, cost accounting and statistics ;
- (h) research and planning ;
- (i) employees, personnel management and staff training.

Methods of Work.

The seminar was conducted largely on the basis of working papers prepared and introduced by the international staff and lecturers while discussion in groups by participants and plenary session reports assumed greater importance.

The normal day's programme consisted of plenary briefing sessions, at the end of which the participants separated into two study groups for detailed study ; plenary sessions were then held to consolidate the work of the study groups and record conclusions on matters of practical importance to the region.

Field Study Tours.

The seminar was supplemented by two field study tours, one to several co-operative societies in the Rangoon area and the other to the Pegu District Co-operative Wholesale Society.

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS BY THE REPUBLIC OF GUINEA

In the communication by which the Government of the Republic of Guinea formally accepted the obligations of the Constitution of the International Labour Organisation, and as a result of which Guinea became a member of the I.L.O. on 21 January 1959, the Government stated that it continued to be bound by the obligations of the following Conventions which were previously declared applicable by France :

- Night Work (Women) Convention, 1919 ;
- Minimum Age (Industry) Convention, 1919 ;
- Night Work of Young Persons (Industry) Convention, 1919 ;
- Right of Association (Agriculture) Convention, 1921 ;
- White Lead (Painting) Convention, 1921 ;
- Weekly Rest (Industry) Convention, 1921 ;
- Workmen's Compensation (Occupational Diseases) Convention, 1925 ;
- Minimum Wage-Fixing Machinery Convention, 1928 ;
- Forced Labour Convention, 1930 ;
- Minimum Age (Non-Industrial Employment) Convention, 1932 ;
- Night Work (Women) Convention (Revised), 1934 ;
- Freedom of Association and Protection of the Right to Organise Convention, 1948 ;
- Protection of Wages Convention, 1949.

On the basis of this communication the ratification by the Republic of Guinea of the 13 Conventions in question was registered on 21 January 1959.

In the above-mentioned communication, the Government of the Republic of Guinea further stated it would continue to apply the provisions of the Right to Organise (Non-Metropolitan Territories) Convention, 1947, and Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947, pending formal ratification by the Republic of Guinea of the Right to Organise and Collective Bargaining Convention, 1949, and the Labour Inspection Convention, 1947, which would be considered in due course.

DECLARATIONS BY THE UNITED KINGDOM CONCERNING THE APPLICATION OF A CONVENTION IN NON-METROPOLITAN TERRITORIES

The Director-General registered on 19 January 1959 declarations concerning the application of the Holidays with Pay (Agriculture) Convention, 1952, by which the Government of the United Kingdom stated that a decision is reserved in respect of the following territories : Basutoland, Bechuanaland Protectorate, Swaziland.

OFFICE PUBLICATIONS AND DOCUMENTS

INTERNATIONAL LABOUR REVIEW

The following are the contents of the February 1959 issue of the *International Labour Review*, which is now available :

Voluntary Absence from Work, by HILDE BEHREND.

Employment Relationships under the Yugoslav System of Management by the Workers, by M. MARKOVIĆ.

Organisation of Workers' Education in the Soviet Union, by L. KOSTIN.

Recent Developments in the Clearance of Manpower between Western European Countries.

Employment Forecasting and Manpower Policy in France.

Bibliography.

The Statistical Supplement for the month contains tables of unemployment statistics and consumer price indices.

LEGISLATIVE SERIES

The November-December 1958 issue of the *Legislative Series* is now available. It contains reprints and translations of the following laws and regulations :

1957

Austria 2. Wages (Bad Weather Compensation).

Belgium 2. Sickness and Invalidity Insurance (Amendments).

Belgium 3. Occupational Safety and Health (Amendments).

Bulgaria 1. Old-Age, Invalidity and Survivors' Pensions.

Cambodia 1. Annual Leave.

Germany (Federal Republic) 4. Seafarers.

Guatemala 2. Occupational Hygiene and Safety.

Jamaica 1. Shops and Offices.

Morocco 4. Employment of Women and Young Persons.

Philippines 1. Social Security (Amendments).

Togoland 1. Ministry of Labour.

Togoland 2. Annual Leave.

Tunisia 1. Workmen's Compensation.

Uruguay 1. Hours of Work.

The issue also includes a list of recent labour legislation.

OCCUPATIONAL SAFETY AND HEALTH

The following are the contents of the October-December 1958 issue of *Occupational Safety and Health*.

There are two leading articles. The first, entitled "The Organisation of Occupational Health Services in Places of Employment", gives an account of the work of a Committee on Health Services set up by the International Labour Conference at its 42nd Session (Geneva, June 1958). The second, written by the Chief of the Accident Prevention Branch of the Swiss National Accident Insurance Institute, deals with the hazards of work with bolt-guns or explosive-actuated tools. It describes various accidents caused by bolt-guns and summarises the safety measures and regulations adopted in various countries, and is accompanied by a bibliography.

The sections entitled "Reports and Activities" and "Laws, Regulations and Standards" contain accounts of activities and summaries of various enactments covering a large number of countries and territories. The section "Books, Periodicals, etc." contains abstracts of over 200 books, pamphlets and articles. As usual, five safety posters are reproduced in the issue, and there is a section on safety and health films.

PROTECTION OF WORKERS AGAINST RADIATIONS

The Office has just published a report for the 43rd Session of the International Labour Conference (Geneva, June 1959) entitled *Protection of Workers Against Radiations*¹, which is the sixth item on the agenda of the session.

On this question which the Governing Body of the International Labour Office decided, at its 137th Session (Geneva, October-November 1957)² to place on the agenda of the Conference, a first report³ was published. This preliminary report contained a questionnaire relating to the establishment of an international instrument on the protection of workers against radiations, and an analysis of the law and practice in various countries in this field. It was communicated to the governments of member States, which were asked to send in their replies to the questionnaire to the I.L.O. and to the International Atomic Energy Agency.

The report just published gives a summary and an analysis of the replies from governments. It also contains the proposed Conclusions drawn up by the Office on the basis of these replies. These Conclusions, if the Conference so decides, will constitute the basis for discussion of this question at the 43rd Session.

COLLABORATION BETWEEN PUBLIC AUTHORITIES AND EMPLOYERS' AND WORKERS' ORGANISATIONS AT THE INDUSTRIAL AND NATIONAL LEVELS

The Office has just published a report⁴, also for the 43rd Session of the International Labour Conference, entitled *Collaboration between Public Authorities and Employers' and*

¹ I.L.O.: *Protection of Workers Against Radiations*, Report VI (2), International Labour Conference, 43rd Session, 1959 (Geneva, 1959), 131 pp. Price: \$1; 6s.

² See *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 412.

³ *Ibid.*, Vol. XX, No. 3, 1 Aug. 1958, p. 117.

⁴ I.L.O.: *Collaboration between Public Authorities and Employers' and Workers' Organisations at the Industrial and National Levels*, Report VIII (2), International Labour Conference, 43rd Session, Geneva, 1959 (Geneva, 1959). 76 pp. Price: 75 cents; 4s. 6d.

Workers' Organisations at the Industrial and National Levels, the eighth item on the agenda of the session.

On this question, which the Governing Body of the International Labour Office decided, at its 137th Session (Geneva, October-November 1957)¹, to place on the agenda of the Conference, a first report² was published. This preliminary report contained a questionnaire on the law and practice in the various countries with regard to collaboration between public authorities and employers' and workers' organisations at the industrial and national levels. The questionnaire was addressed to the governments of member States. This report is divided into two chapters. The first reproduces the substance of the replies received from the governments, together with their observations on various questions. The second gives the proposed Conclusions drawn up by the Office on the basis of these replies together with the comments of the Office, where appropriate.

If the Conference considers that an international instrument or instruments should be adopted concerning collaboration between public authorities and employers' and workers' organisations at the industrial and national levels, the Conclusions it adopts at the 43rd Session will be used as a basis by the Office in drafting one or more texts which will be submitted to governments in order to enable the Conference to take a final decision on the subject at a later session.

RONEOED DOCUMENTS³

I.L.O. Technical Assistance Mission Reports

Argentina :

Encuesta parcial sobre la mano de obra (partial survey of the manpower situation) (OIT/TAP/ARGENTINA/R.3).

Burma :

Productivity Demonstration Mission (ILO/TAP/BURMA/R.15).

Training of Supervisors (ILO/TAP/BURMA/R.16).

Ceylon :

Co-operative Education (ILO/TAP/CEYLON/R.12).

Hong Kong :

Training of Supervisors (ILO/TAP/HONG KONG/R.1).

Productivity (ILO/TAP/HONG KONG/R.2).

Iran :

Projet de loi sur le travail (draft labour code) (OIT/TAP/IRAN/R.7).

Malaya :

Apprenticeship (ILO/TAP/MALAYA/R.3).

Morocco :

Formation des agents de maîtrise (training of supervisory staff) (OIT/TAP/MAROC/R.5).

Pakistan :

Manpower Survey (ILO/TAP/PAKISTAN/R.10).

¹ See *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 412.

² Ibid., Vol. XX, No. 5, 15 Aug. 1958, p. 147.

³ Limited stocks of these documents are available; copies may be obtained by applying to the I.L.O., Geneva.

Syria :

Développement de l'artisanat (promotion of handicrafts) (OIT/TAP/SYRIE/R.3).

Thailand :

Labour Administration (ILO/TAP/THAILAND/R.8).

INTERNATIONAL ORGANISATIONS AND CONFERENCES

RECOMMENDATION OF THE O.E.E.C. ON STANDARDS OF EMPLOYMENT SERVICE ORGANISATION

The Council of the Organisation for European Economic Co-operation adopted on 19 September 1958 a recommendation directed to its member countries which supplements, with regard to the collation and distribution of information on employment trends ¹, the recommendation adopted at its meeting on 2 July 1954 concerning standards of employment service organisation.²

Object of the Recommendation.

The new recommendation points out the present increased importance of employment market information for making the fullest and most efficient use of the manpower at the disposal of the member countries of the O.E.E.C. The standards were drawn up to enable these countries to improve the organisation of their services for collating and distributing information on employment and they have been invited to comply with the new standards as far as possible.

Terms of the Recommendation.

The standards are dealt with in a list of six points which are given below :

1. Each local employment service office or each office to which responsibility for this work is allocated for a particular area, keeps abreast of the labour supply-demand relationship within its area by means of a continuing employment market information programme.
2. The employment market information programme is organised according to a general national plan and is for the purpose of providing information about the characteristics of and trends in the labour force and in the labour market in each employment market area. The programme should be designed to enable labour supply-demand relationships to be established and should provide for the collection of the following data :
 - (a) the current number of persons making up the active population, their age and sex, their employment status and general occupational qualifications ;

¹ Organisation for European Economic Co-operation : *Recommendation of the Council concerning standards of employment service organisation (employment market information)* (Paris, 23 Sep. 1958, document C(58)197 (final)).

² See *Industry and Labour*, Vol. XII, No. 8, 15 Oct. 1954, pp. 364-369.

- (b) estimates, broken down as far as possible as in (a), of the effects of changes in the active population ;
- (c) the current employment opportunities measured by the number of job openings, broken down by occupational qualifications and other pertinent requirements capable of statistical analysis ;
- (d) estimates of future employment opportunities with, as far as possible, similar information to that mentioned in (c) above.

3. The programme is shaped to provide specific information about the employment situation which is required for such purposes as employment counselling, employment placement including clearance of workers and jobs, organisation of vocational training, location of industries in relation to availability of workers, and related activities in the field of manpower and personnel policy and programme planning.

4. The programme provides for the distribution at regular intervals of employment market reports showing the trends in the labour supply-demand relationship as well as the current and anticipated situation. The report is expressed in both statistical and narrative form, the latter providing descriptions of the social and economic factors influencing the situation.

5. The employment market information is derived from data regularly available in the local employment office resulting from contacts with employers and workers and their respective organisations, supplemented by information either solicited directly by the employment service or provided through other governmental channels ; the collection of such data is co-ordinated to avoid duplication of effort.

6. At the national level, the Headquarters Office originates or participates with other governmental bodies in the preparation and dissemination of summary reports on the employment situation in the country, including information about the trends in the labour supply-demand relationship by major industries and occupational categories and the principal geographic employment market areas. These areas should be defined by economic and social considerations and should not necessarily be determined by administrative boundaries.

SOCIAL AND ECONOMIC POLICY

ESTABLISHMENT OF A NATIONAL RESEARCH COUNCIL IN GHANA

A National Research Act (No. 21 of 1958) recently adopted in Ghana establishes a National Research Council with responsibility for scientific, social, economic and industrial research.¹

Functions.

Under the Act the Council will discharge this responsibility—

- (a) by exercising the control conferred on it by the Act over the research institutes set up under Part II of the Act and by itself undertaking research ;
- (b) by assisting and encouraging academic, commercial and other organisations which are undertaking research and inviting their co-operation in the co-ordination of research ;

¹ Supplement to the *Ghana Gazette*, 9 Aug. 1958, pp. 1-11.

(c) by co-operating with national or international organisations in any part of the world in matters of research; and

(d) by securing full use of the results of research by the collection and dissemination of information and by the giving of advice.

Constitution.

The National Research Council is presided over by a chairman appointed by the Prime Minister for a period of three years, which is renewable. The Council consists of: the Chairman; the Principal of the University College of Ghana; a person appointed by the Development Commission; the Permanent Secretaries to the Ministers of Agriculture, Health, Works and Education; the directors of the institutes set up under Part II of the Act; the Principal of the Kumasi College of Technology; the Secretary of the Council; and such other members, not exceeding three, as the Council may co-opt.

Institute for Economic and Social Research.

Part II of the Act provides for the establishment of an Institute for Economic and Social Research—together with other institutes—for the purpose of undertaking research into and investigation of all economic and social matters. The Board of the Institute consists of: eight members appointed by the National Research Council, of whom not less than two shall be members of the Council and of whom one shall be appointed by the Council as chairman; three members appointed by the appropriate committee of the Council; the Director of the Institute; such other members, not exceeding three, as the Board may co-opt.

THE LIBYAN LABOUR ACT

A Labour Act (No. 100 of 1957) for the United Kingdom of Libya was promulgated on 5 December 1957, and came into force on 17 March 1958.¹

Scope.

Chapter I states that the Act applies to all persons employed under a written or oral contract of employment with the exception of the following categories: members of a family employed in the family undertaking; persons employed in pastoral occupations or other forms of agriculture other than (a) persons employed in agricultural establishments which process their products wholly or in part and (b) persons employed in a permanent capacity to operate or repair mechanical appliances necessary in connection with agriculture; domestic servants; persons employed in shipping and sea fishing operations covered by other Acts; and civil servants.

Main Provisions of the Act.

Labour inspectorate. Chapter II prescribes the role, functions, powers and responsibilities of the Director of Labour and labour inspectors. The Director of Labour is responsible for enforcing the regulations and acts as adviser in all labour matters that relate to the improvement and safeguarding of the welfare of the workers and the maintenance of good relations between employers and workers. The Director of Labour and the labour inspectors (who act under his supervision and control) may, for the purpose of enforcing the Act, enter any establishment during working hours to ascertain whether the regulations are being complied with, make such examinations of the workplaces and of the records as are prescribed by law, carry out

¹ I.L.O. Legislative Series, 1957—Libya 2.

such inquiries as may be necessary, and exercise such other powers as may be required for enforcing the provisions of the Act. The Director of Labour and the labour inspectors have the power to take all legal action required in relation to offences under the Act. Before work is begun in any establishment covered by the Act, or (in the case of a seasonal establishment) before the season's work is begun, the employer must send a notice to the Director of Labour containing particulars regarding the name and situation of the establishment, the date on which work is to begin, the nature of the work to be carried out, the nature and amount of power to be used, etc.

Employment service. The Act prescribes the establishment and functions of an employment service under the control and supervision of the Director of Labour to assist employers in recruiting workers and to assist workers in obtaining employment.

Apprenticeship. Provision is made for the father or guardian of any young person between the ages of 12 and 16 to enter into a written contract of apprenticeship (which must be notified to the Director of Labour) whereby the child is apprenticed to an employer who is responsible for training him or having him trained for a trade or a particular occupation within a specified period. Any person who has attained the age of 16 years may himself enter into a contract of apprenticeship.

Individual contracts of employment. The Act defines an individual contract of employment as "a contract entered into by an employer and a worker with the object of prescribing the terms and conditions of employment subject to which the worker undertakes to work under the direction or supervision of the employer". According to this Act the employer and the subcontractor—who carries out work on behalf or for the account of the former—are jointly and severally liable for the discharge of the obligations prescribed in the Act. A change of employer in an establishment does not terminate a contract of employment.

The Act provides that a contract of employment may be terminated only after due notice, i.e. a period equal to the interval between wage payments, or (in the case of dismissal by the employer) compensation in lieu of notice, has been given by either the employer or the worker, unless there is a valid reason for not doing so. Where a worker considers that his dismissal is unfair, he may appeal to the Director of Labour, who takes appropriate action. If this is not effective, the worker can take his appeal to the judge of summary proceedings in the district court, who gives a final verdict after the first hearing. If the appeal is upheld, the employer is required to pay the worker wages in respect of the period that has elapsed since the date of dismissal and the case is then referred to the appropriate court within whose jurisdiction the establishment falls; the court determines the compensation payable (where appropriate). Where the contract is terminated by the employer without due notice and without good cause, the worker is entitled to be paid, in addition to compensation, an indemnity equal to two weeks' wages for each year of continuous employment, calculated on the basis of the wages during the last month of employment, provided that the total amount of the said indemnity does not exceed eight months' wages. The Act lays down penalties for failure to comply with the judge's order.

Collective agreements. The Act defines a collective agreement as an agreement respecting the terms and conditions of employment between (a) one or more trade unions or, in the absence of a trade union, the duly recognised representatives of the workers and (b) one or more employers or organisations of employers. It also specifies the effect and scope of the agreement and the extension of its application.

Wages. With regard to wages, the Act provides for the establishment of advisory committees, where workers and employers have an equal number

of representatives, to give advice on matters related to wages. The appropriate authority in the province may, after consulting the advisory committee and with the approval of the competent Minister, fix minimum wages for workers in the province. The Act provides that employers must pay wages within seven days of the date on which they become due and that there must be at least one pay day a month. It also protects wages against deductions except in cases specified by the Act. No fine may be imposed on a worker save in accordance with a notice displayed at the workplace specifying every act for which a fine may be imposed and the amount of the fine. The worker must be given the opportunity to state his case before a fine is imposed.

Safety and health. The Act contains a provision that regulations must be made to safeguard the health, welfare and safety of the workers who are covered by it. Daily and weekly hours of work may not exceed eight and 48 respectively, with special restrictions in the case of women and children. Hours of overtime may not exceed three a day and 12 a week, for which workers must be paid time-and-a-half. Workers are also entitled to a regular weekly rest day with pay and to an annual holiday on the basis of one day's leave for every month of service with the same employer and one further day of leave with pay for every six months of such continuous employment.

Trade unions. An office for the registration of trade unions is to be established in the Ministry responsible for labour affairs in the Federal Government. No organisation other than one registered in accordance with the Act will be deemed to be a trade union. However, an organisation which is refused registration as a trade union may appeal against this decision to the Federal Supreme Court. The Act prescribes the form of application for registration, the particulars to be registered and the matters to be dealt with in trade union rules.

The Act protects workers against being compelled to join or to refrain from joining a trade union as well as against dismissal or victimisation by their employers because of trade union activity. It also debars persons who are not members of the union from being officers in it.

Trade unions may, for the purpose of defending their own interest, form federations and confederations. Such federations and confederations may, subject to the approval of the Minister, join international workers' organisations.

In the event of a trade union violating the provisions of this Act or encouraging any illegal activities, the appropriate authority in the province may, with the approval of the competent minister, request the court of the first instance in the province where the union's head office is situated to order the dissolution of the union.

Industrial disputes. The Act provides for the establishment of a conciliation and arbitration system for promoting good relations between workers and employers and for the solution of industrial disputes. The appropriate authority in each province is required to appoint conciliation officers, a conciliation board consisting of a neutral chairman and two or more members representing employers and workers (each party having an equal number of representatives) in consultation with their representative organisations, and an industrial arbitration commission consisting of three Court of Appeal judges appointed by the General Assembly of the Court of Appeal at the commencement of each judicial year.

If an industrial dispute occurs or appears likely to occur, the conciliation officer must call the parties together to conduct negotiations with a view to the conclusion of a collective agreement. If it is impossible to reach a settlement, the dispute, with the consent of the two parties, is referred to either a conciliation board or an arbitration commission. In the event of the conciliation board being unable to bring about a settlement, the dispute must be referred to an arbitration commission. The Act specifies time

limits for the various stages of handling an industrial dispute. Workers may not strike unless they have given notice in the prescribed form to the employer and to the Director of Labour at least one week (two weeks in the case of a public utility establishment) before the strike is due to begin. However, the Act prohibits strikes and lockouts, or victimisation of workers by employers during the proceedings before a conciliation board or industrial arbitration commission or during any period in which an award governing such matters is in force.

Miscellaneous Provisions ; Application ; Sanctions.

In every establishment covered by the Act, the rules of the establishment and other notices must be posted in accordance with the relevant regulations.

The Act provides compensation for workers whose employment is terminated within five years from the coming into operation of old-age insurance under the Social Insurance Act (No. 53 of 1957) ¹ if they are not already covered by a pension scheme.

The Act repeals the existing legislation of Tripolitania and Cyrenaica on the subjects covered by it.

LABOUR-MANAGEMENT RELATIONS

A NATIONAL JOINT AGREEMENT IN BELGIUM CONCERNING THE STATUS AND DUTIES OF WORKS COUNCILS

On 16 July 1958 ² a national joint agreement was concluded between the main Belgian employers' and workers' associations, with the aim of improving the operation of the works councils set up under the Act to reorganise the national economy, dated 20 September 1948. ³

Object of the Agreement.

The operation of these councils was shown to be imperfect in practice, in particular on account of the vague wording of the Act, which gave rise to differences of interpretation.

The National Labour Council ⁴ examined in detail various problems involved in administering the Act, and the employers' and workers' representatives on that body came to the conclusion that it was advisable to render the enforcement of the Act more flexible by a joint agreement rather than by further legislation. They also adopted an agreement concerning the interpretation to be given to various provisions of the Act.

In the preamble to the agreement ⁵ the representatives of the employers' and workers' organisations concerned (the Belgian Federation of Industry, the Belgian Federation of Non-industrial Undertakings, the Belgian Confederation of Christian Trade Unions, the Belgian General Federation of

¹ I.L.O. Legislative Series, 1957—Libya 1.

² *Moniteur belge—Belgisches Staatsblad*, 128th Year, No. 226, 14 Aug. 1958, pp. 6364-6368.

³ I.L.O. Legislative Series, 1948—Belg. 8. For a note on this Act see *Industry and Labour*, Vol. I, No. 6, 15 Mar. 1949, pp. 223-225.

⁴ For a note on this body see *Industry and Labour*, Vol. VIII, No. 6, 15 Sep. 1952, p. 275.

⁵ Ministère du Travail et de la Prévoyance sociale: *Revue du travail de Belgique*, No. 7-8, July-Aug. 1958, pp. 892-894; see also *Actes et documents officiels*, pp. 455-460.

Labour and the Belgian General Confederation of Liberal Trade Unions) reaffirm the need to promote good labour-management and human relations in the undertaking and unanimously agree that works councils can do much to achieve this object.

Definition of Persons in Managerial Posts.

Section 16 of the 1948 Act states that works councils "shall consist of—(a) the head of the undertaking and one or more representatives (each with his substitute) appointed by him; (b) a certain number of representatives (and their substitutes) elected by the staff". Section 14 states that "the term 'staff' means the wage earners, apprentices and salaried employees of the undertaking (including all supervisory personnel except persons in managerial posts)".

The signatory organisations realised that in practice it was impossible to define management in a uniform way, even within a single trade. They decided that in order to avoid disputes (which would have to be submitted to the conciliation or arbitration bodies) concerning the staff electoral lists the head of the undertaking should, at the time of the first elections to form a works council, issue a list of all his employees in managerial posts indicating those whom he wants to represent him on the council. He must issue a similar list at all subsequent elections. The lists must be made in writing, at the same time as the electoral lists are posted up, and must be available for consultation by the staff and its representatives.

Advisory Role of Works Councils ; Information to Be Supplied by the Employer.

Since most of the works councils' responsibilities are centred around welfare or technical problems arising in the workplaces themselves, the 1948 Act provided for the establishment of a works council at each plant or establishment of the larger industrial undertakings.

However, the Act also specifies (section 15 (b), paragraph 2) that the necessary information, account books, reports, etc., must be submitted to the works councils to enable them to ascertain the business done and profits obtained by the undertaking as a whole, at regular intervals and in any case at the end of each financial year. The agreement specifies that in undertakings with two or more establishments situated in different places and more than one works council such submission must be accompanied by consultation between the managing directors and the members of the various councils on production, results and prospects of the industrial or commercial group as a whole.

According to section 15 (a) of the Act the works councils must "give opinions and make suggestions or objections regarding any measure likely to affect the organisation and conditions of work and output in the undertaking". It has been found that some of these questions, as far as the workers are concerned, may go beyond the limits of a particular production unit of the undertaking.

For the purpose of best enforcing this part of the Act in undertakings comprising two or more production units or sectors, the parties to the agreement have agreed that in each such unit or sector the chairman of the works council should be the head of the undertaking himself or, failing this, a representative of the management with full powers, when matters involving two such units or more are examined and especially when the report on the year's business is being presented.

It was also decided that on the initiative of the head of the undertaking or at the request of one-half of the workers' representatives a general assembly may be convoked of all the works councils operating in the various units or sectors falling within the same branch of activity in the undertaking. This assembly would replace an ordinary meeting of each works council present. However, the head of an undertaking should not be obliged to convoke more than two general assemblies a year.

Recruitment and Dismissal of Staff ; General Principles.

According to section 15 (e) of the Act it is also the responsibility of the works councils, within the limits laid down by general legislation, collective agreements and joint committee decisions, to consider what general principles should be followed in regard to the dismissal and recruitment of employees.

With regard to the human and social aspects of these problems the parties to the agreement decided that the works councils should be more closely consulted when redundant staff has to be laid off for economic or technical reasons. They agreed that the general principles to be followed in these cases should be laid down by the works council, which should act with due regard to the best interests of the undertaking itself and of its employees. This paragraph does not affect the employer's right to decide what sectors of the undertaking, what jobs or what categories of employee (according to skill, etc.) are to be first affected by the laying-off of staff.

Social Welfare in the Undertaking.

Although section 15 (h) of the 1948 Act stipulated that "social welfare activities" were to be part of the works councils' duties it gave no legal definition of this term.

This oversight gave rise to some controversies, and the employers' and workers' organisations tried to find a way out of the difficulty.

The agreement now states that "social welfare activities" imply certain privileges or advantages of a permanent nature enjoyed by the staff of an undertaking and their families, but not advantages prescribed by law or embodied in individual contracts of employment or collective agreements. They include mutual benefit funds and savings schemes, company stores, canteens and dining-halls, company loan and bonus schemes for house purchase, building schemes, etc., and recreative and cultural activities.

If certain of these social welfare activities are entrusted to an outside (non-profit-making) institution, the works council must have its say in the way the activities are run. The council should be represented on the institution's board of management or other similar body by persons designated either by the works council as a whole in the case of joint representation or else by the workers' representatives if the employer is already represented.

A non-profit-making institution to provide certain social welfare services must never be set up for the mere purpose of reducing those services. It was taken as understood by the parties that the interpretation of the Act embodied in the agreement in no way affected the workers' right to run their own social welfare schemes if they wished to do so.

Young Workers' Representatives.

Paragraph 1 of section 19 of the Act states that representatives of the young workers may be consulted by the works council. In pursuance of this provision the agreement lays down that works councils must take the necessary steps for young workers under 25 years of age to be represented in an advisory capacity at council meetings when their particular problems are being discussed.

Divisional and Departmental Representatives.

Because the choice of candidates is unpredictable and election results cannot be foreseen the composition of the works council in many cases is not truly representative of the real structure of the undertaking. To overcome this difficulty it was decided that workers' organisations which are called upon to put forward candidates should try as far as possible to ensure that the various divisions and departments of the undertaking are properly represented.

Interpretation and Application of the Agreement.

The parties considered that the various provisions of the agreement should be interpreted in the spirit of the agreement itself and the necessity for the particular provision as explained in the agreement. The committee on works councils of the National Labour Council may also be consulted.

The parties have promised that in the case of disagreement in connection with the implementation of the new agreement or disputes concerning action taken in individual undertakings pursuant to the agreement their affiliated unions will bring the matter before the usual conciliation boards.

It is stipulated that so long as the agreement remains valid the parties will undertake to enforce it in good faith and will abstain from any trade union activity for the purpose of obtaining the amendment of the 1948 Act (excluding, however, the provisions of that Act respecting the conditions for the election of foreign workers to works councils, the constitution of the various electoral groups and matters under dispute which were still in abeyance at the time when the agreement was signed). However, the parties undertook to try to find a solution to these three problems in the National Labour Council before taking any other steps.

Duration of the Agreement.

The agreement is valid until 31 December 1960. It will be renewed each year by tacit agreement unless one of the parties, before the first day of October of the year in question, gives notice in writing of its intention to annul it.

LABOUR-MANAGEMENT RELATIONS IN PERU

ESTABLISHMENT OF A PERMANENT COMMITTEE FOR THE TEXTILE INDUSTRY

A Permanent Committee for the Textile Industry has been established in Peru by Presidential Decree No. 15, dated 7 August 1958.¹

Background.

It is stated in the preamble to the decree that many problems with which the textile industry was beset had become so complex that an expert body with sufficient authority was required to examine and solve them, and that the industry ought to be provided with modern means for maintaining good labour-management relations and smoothing out difficulties, increasing production, reducing costs and allowing for a better distribution of profits.

Composition.

The Permanent Committee is composed of two employers' and two workers' representatives for each of the following sectors of the textile industry: (a) silk and continuous thread yarns and fabrics; (b) woollen yarns and fabrics; (c) cotton yarns and fabrics; (d) knitted yarns and knitwear; (e) the manufacture of hosiery; (f) ribbons and lace; (g) artificial and synthetic short-fibre yarns and fabrics; (h) natural fibre yarns and fabrics.

Appointment of Representatives.

The employers' and workers' representatives are appointed by the Textile Committee of the National Federation of Industry and the Peruvian Federation of Textile Workers, respectively.

¹ *El Peruano*, 13 Aug. 1958, No. 5205, p. 1.

Advisers.

Two representatives from the Ministry of Labour, one from the National Productivity Institute and two from the Industrial Office of the Ministry of Development and Public Works attend meetings of the Permanent Committee in an advisory capacity.

Subcommittees.

The Permanent Committee will appoint subcommittees for each sector of the textile industry, each subcommittee having an equal number of employers' and workers' representatives, the total number being decided by the Permanent Committee; they meet at least once a month to deal with business submitted to them (all matters must be submitted at the latest 15 days before the next meeting). One-half of the representatives must be present to form a quorum.

Problems or disputes which cannot be solved in subcommittee are submitted to the Permanent Committee, which will try to reconcile the conflicting views of the parties, with the assistance of the competent subcommittee.

Employees' claims or complaints that are not settled immediately in the undertaking as and when they crop up must be forwarded to the appropriate subcommittee.

The employers' and workers' representatives on each subcommittee and on the Permanent Committee also meet in their own workers' and employers' groups, which are convoked whenever necessary.

The Permanent Committee is empowered to make any arrangements it considers necessary for the implementation of the decree and to advise the government on measures to be adopted for the purpose.

MACHINERY FOR DIRECT LABOUR-MANAGEMENT NEGOTIATIONS

In order to improve worker-management relations in Peru, a Presidential Decree (No. 14) dated 7 August 1958¹ made it compulsory for employers to supply full details to the labour authorities on their methods of solving staff problems and the way in which they deal with individual and collective disputes.

Extent of Obligation to Supply Information.

The decree requires employers to supply the labour authorities with information on—

- (a) the instructions and guidance given to newly recruited workers regarding their jobs;
- (b) incentives and other systems employed by managements to ensure that workers perform their jobs efficiently and reliably;
- (c) disciplinary measures;
- (d) the departments or persons engaged in personnel supervision and administration;
- (e) the nature and extent of consultations with the workers' organisations.

All this information must be filed with the General Directorate of Labour, which is to use it for a survey it is carrying out to promote more efficient methods of staff supervision and personnel management.

¹ *El Peruano*, 9 Aug. 1958, No. 5202, p. 1.

Direct Settlement of Individual Disputes.

In workplaces where 100 workers or more are employed, both office staff and manual workers must take any individual grievances direct to their immediate superior, who must notify the employee of his decision in writing within the next three working days. If the employee is not satisfied with this decision he may appeal within the next three working days to the chief of personnel, the head of the industrial relations department or any other person designated by the management to deal with such matters, who must give a decision in writing within a further period of three working days. If the employee is still not satisfied he can take his case to the management within 24 hours and a ruling must be given within the following 24 hours. The employee may be assisted by a representative of his trade union.

Collective Disputes.

Collective disputes must be dealt with at the periodical meetings which the employer is required to hold at least once a month with the workers' representatives. The workers must notify the employer of their grievances in writing not less than three working days before the meeting. Claims which would involve changes in current collective agreements which are still valid cannot be entertained. At these meetings the employer and the workers may be represented by not more than four delegates.

Employers must notify the labour authorities within 48 hours of any agreements they reach with their workers and must enter the details in a "register of agreements" which every employer must keep.

Dismissals do not come under the "direct procedure" laid down in the decree.

The decree will not apply to workplaces where direct negotiating machinery has already been set up by a collective agreement if the existing arrangements are more favourable to the workers. The labour authorities are to assist employers in improving the organisation and working of the new procedure.

MANPOWER

RECOMMENDATION OF THE O.E.E.C. ON STANDARDS OF EMPLOYMENT SERVICE ORGANISATION

A note on a recommendation on standards of employment service organisation, adopted by the Council of the O.E.E.C. on 19 September 1958, will be found on page 126.

A STUDY OF WOMEN'S EMPLOYMENT IN INDIA

A study of women's employment during the periods 1901-51 and 1951-56, undertaken jointly by the Labour Bureau and the Labour and Employment Division of the Planning Commission of the Government of India, has recently been published.¹

¹ Government of India, Labour Bureau (Simla) and Labour and Employment Division, Planning Commission : *Women in Employment (1901-1956)* (New Delhi, 1958).

Trends in Women's Employment, 1901-51.

The female labour force in India dropped from 43 million in 1911 to 40.7 million in 1951. In the same period the female population increased from 149.9 million to 173.4 million, but this increase of 23.5 million women in the population was accompanied by a fall of some 2.3 million in the number of working women. The great majority of Indian women workers are in agriculture and allied economic activities (see table I). The figures given in the table should be regarded with some caution since, as the study points out, differences in the terms and their connotations used in the different census operations make it very difficult to compose data in respect of women's employment during the period 1901-51.

TABLE I : DISTRIBUTION OF THE FEMALE LABOUR FORCE BY
ECONOMIC SECTOR, 1901-51
(Totals in thousands)

Year	Total classified population	Total classified women workers	Women in agriculture		Women in non-agricultural sectors	
			Total	Per cent. of total classified population	Total	Per cent. of total classified population
1901	236,054	39,685	23,436	10.8	14,249	6.0
1911	249,559	42,635	29,710	11.9	12,925	5.2
1921	248,713	41,292	29,288	11.8	12,004	4.8
1931	275,912	37,806	25,588	9.3	12,218	4.4
1941	314,876	32,152	16,922	5.4	15,230	4.8
1951	356,628	41,743	31,244	8.7	9,912	2.8

Agriculture. In agriculture, according to the study, there were sharp fluctuations in the number of women labourers between the years 1901 and 1951, but the long-term trend was upwards. During the decade 1921-31, although the number of female labourers increased, a substantial decline was simultaneously noted in the number of women engaged in agriculture as a whole, on account of the low level of economic activity in the country at the end of the 1920s.

Nevertheless, when the changes are considered in relative terms (e.g. per 10,000 population), women's participation in agriculture did not change significantly, in spite of sharp variations from one decade to another.

Non-agricultural sectors. In the non-agricultural sectors, with the exception of transport, where women's participation remained around three per 10,000 of the total population throughout the years 1901-51, their participation in all non-agricultural pursuits declined relatively.

Absolute increases, however, were registered in the following industries and services : tobacco, iron and steel and non-ferrous metal industries, coal mining, transport equipment, bricks, tiles and other structural clay products, furniture and fixtures, paper and paper products, printing and allied industries, educational services and research, municipalities and local boards, hotels, restaurants and tea-houses and legal business services.

On the other hand, a decrease was recorded in women's employment in the miscellaneous food industries, grains and pulses, non-metallic mineral products, fuel distribution, sanitary works and services, and laundries.

Trends in Women's Employment, 1950-56.

For the years 1950-56, trends in women's employment in the different industrial sectors were not uniform.

Factories. The number of women in factory employment fluctuated between 1950 and 1956, but showed an over-all increase (table II). However, the relative importance of women in the total factory labour force decreased from 11.25 per cent. in 1950 to 10.45 per cent. in 1956.

TABLE II : AVERAGE DAILY EMPLOYMENT OF WOMEN IN FACTORIES
IN THE YEARS 1950-56 ¹
(In thousands)

Year	Total number of workers	Number of women workers	Percentage of total
1950	2,504.4	281.9	11.25
1951	2,536.5	290.0	11.43
1952	2,567.3	278.4	10.84
1953	2,528.0	269.9	10.67
1954	2,589.8	285.2	11.01
1955	2,690.4	295.1	10.96
1956	2,882.3	301.4	10.45

¹ In establishments covered by the Factories Act, 1948 (I.L.O. *Legislative Series*, 1948—Ind. 4).

During the period 1950-56 the level of women's employment in certain industries remained more or less stationary, while in others, such as tobacco and chemicals, it showed an upward trend; in beedi and match manufacturing the employment situation was good. In other industries, such as wood-working and furniture, paper and paper products, basic metals and textiles, a steep decline was recorded. In the jute industry the number of women workers fell from 37,500 in 1950 to 21,400 in 1956, and a significant decline was recorded in the tea factories.

Plantations. In India, large numbers of women work on plantations. During the period 1950-56, the percentage of female workers in the total labour force of the tea plantations in Assam remained more or less constant (at about 47.5 per cent.). However, a substantial decline of approximately 33 per cent. took place in the employment of women in plantations generally between the 1950-51 and 1956-57 seasons from 248,000 to 166,000. It should be noted, however, that during the same period the general level of employment for both men and women on plantations was likewise reduced by 33 per cent.

Mines and quarries. In mining and quarrying, which are large-scale employers of female workers, there was a net increase of about 29,000 women between 1950 and 1956. Employment reached its peak in 1953, when the figure stood at 127,000, partly owing to a very sharp jump in the number of women in the manganese ore mining industry during that year.

In manganese and iron ore mining, women's employment rose steadily during the period. In the former, it rose from about 16,000 to 44,000 between the end of 1950 and that of 1956. During the same period, the number of women workers in iron ore mining increased from approximately 6,000 to slightly over 10,000. However, in the remaining sectors of the mining industry no clear trend has been established.

Women's employment in coal mining has shown a substantial and steady decline—about 12,000 or 21 per cent. since 1950.

In mica mining, women's employment was very unsteady during the period under review; the total number of women was 2,683 at the end of 1956 as against 7,188 at the end of 1951.

Civil service. Although only a few hundred women were employed in 1947 in the central government service, their number has now increased to about 20,000; in the state services a similar trend has been apparent.

Professions and miscellaneous occupations. In India a certain number of women are found in public administration, and some are employed as professional workers such as teachers, nurses, lawyers or magistrates, or else are engaged in occupations such as village workers, social workers, radio officials, business and shop assistants, etc.

Future Employment Opportunities.

The study reveals that although the industrialisation that has taken place during the last few decades has been limited, women have been able to find a place in many organised industries. In some of the new industries, such as the groundnut decorticating industry, tobacco products and match manufacturing, they even form a considerable proportion of the total labour force. The study forecasts that in the industrial undertakings now being established there will be growing employment opportunities for women. It concludes that as industrialisation gathers further momentum and the tertiary sector (including trade and commerce) expands, a large number of women will find openings in clerical jobs, retailing, social services, recreation and entertainment.

REHABILITATION OF THE DISABLED IN SWITZERLAND

A Bill concerning invalidity insurance was tabled in the Swiss federal Assembly on 24 October 1958.¹

Background.

A feature of the present system of rehabilitation of the disabled in Switzerland is the co-operation between various private institutions, the public or state-run (cantonal) placement and vocational guidance services and various social welfare societies giving assistance to the disabled. The absence of a general system of invalidity insurance gives considerable importance to the work done by private institutions. The federal Council shares the burden of assistance to the disabled by granting an annual subsidy for this purpose, which at present amounts to 1.1 million francs. The establishment of an invalidity insurance scheme would probably strengthen this co-operation even more, the stress being laid on the vocational rehabilitation and placement of the disabled rather than on the grant of benefits. In the application of the measures envisaged considerable importance is attached to the part which will continue to be played by the existing private institutions.

Welfare Institutions and Mutual Benefit Societies.

There are quite a large number of welfare institutions and societies looking after the disabled. Their efforts and activities are more or less co-ordinated by five so-called "summit" organisations: the Swiss federation for the rehabilitation of handicapped persons (*Fédération suisse pour l'intégration des handicapés dans la vie économique—F.S.I.H.*), the Swiss associa-

¹ See below, p. 150.

tion "Pro Infirmis", the Swiss federation of mutual benefit societies looking after the sick and disabled (*Fédération suisse des organisations d'entraide pour malades et infirmes*), the union of special teacher-training centres (*Union des séminaires de pédagogie spéciale*) and the Swiss Anti-Tuberculosis League. These five bodies, which have agreed on their own particular competence and fields of activity, so as to avoid overlapping, would be jointly liable for providing assistance (other than state-run assistance) to the disabled under the invalidity insurance scheme.

Activities of Private Institutions.

The competent institution for vocational rehabilitation in general is normally the F.S.I.H., which promotes vocational guidance, vocational training and placement, as its name implies.¹ It has among its affiliates not only welfare and charitable organisations and mutual benefit associations, but employers' and workers' organisations as well. It has regional offices at Basle, Berne, Lausanne and Zürich. The rehabilitation centre at Basle (*Milchsuppe*) and the office for the vocational rehabilitation of the physically handicapped at Lausanne are affiliated to the F.S.I.H.

The regional office at Basle really extends much of its activities to the whole country. Apart from assistance given to the disabled, a course on the vocational guidance and rehabilitation of the disabled was organised there in 1958. The course was taken by 36 vocational guidance officers and welfare workers. Other courses of this kind are being planned to carry out the measures envisaged in the Bill.

In addition, the F.S.I.H. has founded a training centre at Zürich, where disabled persons are engaged in making punched cards for filing systems, etc. This is known as the Brunau Foundation. It also places these trainees in employment and gives out home work to seriously handicapped people.

To cope with the ever-increasing volume of its activities, the F.S.I.H. intends to open four new regional offices—at St. Gallen (for eastern Switzerland); Lucerne (for central Switzerland); Chur (for the Canton of Graubünden); and one in the Italian-speaking Canton of Ticino (Tessin). It is also intended to extend the activities of the existing offices to cover various surrounding cantons.

To give an example of the work of a cantonal office concerned with rehabilitation and placement: up to the present the office for the Canton of Fribourg took care of all individual cases reported by the following bodies: the society known as "Pro Infirmis", an institute for the blind and an institute for deaf-mutes situated in the canton, the children's court and wards of court service for the canton, the Anti-Tuberculosis League, the cantonal psychiatric hospital, etc.

By taking care of individual cases, "Pro Infirmis" renders valuable assistance to the cantonal office dealing with rehabilitation and placement, which is fully occupied with its work of providing information and organising decentralised vocational guidance. "Pro Infirmis" is really a central body for co-ordinating the activities of many societies specialising in the work of assisting the following types of disabled persons: deaf-mutes, the hard of hearing, the blind, persons with speech impediments, the feeble-minded, backward children, paralytics, epileptics and those who are only partly able to work. These societies co-operate with the F.S.I.H. and with the Swiss federation of mutual benefit societies. In co-ordinating these activities, "Pro Infirmis" itself runs 19 welfare services for the disabled and their dependants.

Anticipated Developments.

It was considered, by the federal Council and by an expert committee which has studied the Bill, that the establishment of an invalidity insurance

¹ See *Fédération suisse pour l'intégration des handicapés dans la vie économique: Rapport annuel, 1957* (Zürich, 1958).

scheme would result in a strengthening of the existing co-operation between the various bodies at present concerned with rehabilitation, each of which would be entrusted with tasks according to its organisation and means. The vocational guidance and placement of moderately handicapped young persons, for example, could be the concern either of the state-run (cantonal) vocational guidance services or of the various privately-run welfare institutions or mutual benefit societies. The placement of moderately handicapped adults, on the other hand, would be the concern of the state-run (cantonal) employment offices. The specialised regional offices of the big organisations would take care of the seriously disabled of all ages, and they in turn could call upon the various privately run welfare societies for collaboration. All decisions concerning the degree of disablement and admittance of applicants to rehabilitation courses would be taken by cantonal invalidity insurance committees.

YOUNG PERSONS ENTERING EMPLOYMENT IN THE UNITED KINGDOM IN 1957

Statistical information on young persons under 18 years of age who entered employment in 1957 in the United Kingdom has recently been published.¹

A summary of this information, which is derived from the administrative arrangements for the issue of contribution cards under the National Insurance Scheme, is given below. However, the principal limitation to be borne in mind when considering the figures derived from this source is that it is not possible to ensure that all young persons who had already been issued with insurance cards for holiday or other spare-time work while still at school are included in the figures when they finally terminate full-time education and enter employment.

Total Numbers of Young Persons Entering Employment.

The total numbers recorded in 1957 were higher than the numbers for 1956, viz. 260,300 boys and 244,100 girls compared with 246,900 boys and 235,500 girls in 1956. This increase was mainly the result of the higher birth rate in 1942 compared with 1941.

School-Leaving Age as Compared to Age of Entering Employment.

The general pattern of school-leaving and entering employment shows little change from year to year. The figures do not provide a measure of the total numbers leaving school, since they exclude those who left school to enter universities and other institutions of higher education, boys going direct to military service and those who left school with no immediate intention of entering paid employment.

The great majority of young persons leave school at the age of 15 (i.e. before reaching the age of 16) and enter employment at the same age. Of the total of 218,999 boys and 205,458 girls who left school in 1957 before reaching 16, only 2,831 and 2,671 reached that age before entering employment. Similarly, the great majority of those who left school between 16 and 17 years of age entered employment before reaching 17.

The number of girls entering employment between 17 and 18 years of age (9,761) was again greater than the number of boys (8,339); this is partly because a much larger proportion of boys goes to universities and other institutions of higher education.

¹ *Ministry of Labour Gazette* (London, H.M. Stationery Office), Vol. LXVI, No. 10, Oct. 1958. For an earlier note on young persons entering employment see *Industry and Labour*, Vol. XVII, No. 3, 1 Feb. 1957, p. 110.

Age of Entering and Different Types of Employment.

Well over one-third of the boys under 16 entered apprenticeships or learnerships to skilled crafts or employment known to lead to apprenticeship, one in 20 entered clerical employment, and nearly three-fifths went into "other employment". Among those who entered employment at the ages of 16 and 17, 44 per cent. and 35 per cent., respectively, became apprentices or learners and 22 per cent. and 28 per cent. entered clerical employment. The proportion entering employment leading to professional qualifications was much higher among the older boys, being less than one-quarter of 1 per cent. among those who entered employment at age 15, about 4 per cent. among those aged 16, and 10 per cent. among those aged 17.

Among girls there was not much difference between the proportions entering apprenticeship or learnership at the various ages, the proportion being 7 per cent. and 6 per cent. at ages 15 and 16 respectively and about 8 per cent. at age 17. There were large differences, however, in the proportions entering the other types of employment. Among those who entered employment under 16 years of age, less than one-half of 1 per cent. went into jobs leading to professional qualifications, 29 per cent. went into clerical work, and nearly two-thirds went into "other employment". Among those who entered employment at 16 the corresponding proportions were 3 per cent., 66 per cent., and 25 per cent., and in the 17 age class they were 7 per cent., 59 per cent., and 26 per cent.

In the three age classes taken together the number of boys entering apprenticeships or employments leading to professional qualifications represented 38 per cent. of the total number entering employment. The corresponding proportion for girls was 8 per cent.

Age of Entering the Different Industries.

Slightly under one-half of the boys and 44 per cent. of the girls entering employment before reaching the age of 16 went into manufacturing industries and just over one-sixth of the boys and one-third of the girls went into the distributive trades. The proportions of older boys and girls entering these two industrial groups were considerably lower, with correspondingly higher proportions entering the public administration, professional services, etc., group. Nearly one-quarter of the boys aged 16 and 17 and well over two-fifths of the girls of those ages went into that group of services, compared with 5 per cent. of the boys and 9 per cent. of the girls under 16.

The figures given for each industrial group include all entrants into the service of employers in the group irrespective of the nature of their personal occupations. The figures for the manufacturing group, for example, include not only those entering employment in the factories, but also clerical and technical staffs and all other ancillary employments with the same employers.

In some of the principal industries employing highly skilled craftsmen (e.g. engineering and shipbuilding, vehicle and building and contracting industries), more than two-thirds of the boys entered employment as apprentices or learners, or employment leading to apprenticeship or learnership or to professional status. The industry group with the highest proportion of girls entering similar types of employment was professional services (21 per cent.). Over 70 per cent. of the girls who entered the engineering and vehicle groups of industries went as clerical workers. It was to be expected that clerical work would also predominate for girls in transport, insurance, banking and finance, public administration, accountancy and other professional services.

CONDITIONS OF WORK

NEW LEGISLATION GOVERNING CONDITIONS OF WORK IN HAITI

A new Act on conditions of work, relating in particular to hours of work, night work, weekly rest and public holidays, annual holidays and the protection of wages, was promulgated in Haiti on 2 October 1958.¹

A summary of the main substantive provisions of the Act is given below.

Hours of Work.

Normal hours of work are eight a day and 48 a week in industrial undertakings and in commercial establishments and offices. The parties concerned may make other arrangements to distribute the weekly hours provided that hours do not exceed nine a day in industrial undertakings and ten a day in commercial establishments and offices. Overtime up to 20 hours a week may be authorised in case of accident, urgent repairs or *force majeure*, for inventory purposes, and to prevent the loss of perishable goods, but not where dangerous or unhealthy operations are involved. Such overtime is to be paid at 50 per cent. above premium rates. Permanent and temporary exemptions to the normal limits of working hours may be made by regulations for a particular trade or industry after consultation with the employers' and workers' organisations concerned.

It is specifically provided that the limitation of hours of work does not apply to certain types of undertakings such as hospitals and clinics, hotels, cafés and restaurants, places of amusement, air, land and sea transport, laundries, pharmacies, bakeries and grocery shops. However, such undertakings are required either to arrange for change-over of staff or to pay for overtime hours worked.

In necessarily continuous operations, the normal limits of hours may be exceeded so long as the average does not exceed 56 per week.

Unless the parties concerned agree to other arrangements, workers are entitled to a break of not less than one hour and a half to be taken at about the midway point of the working day. This is not counted as time worked. Nursing mothers are entitled to two breaks of a half hour during the working day.

Weekly Rest and Public Holidays.

All persons employed in industrial and commercial establishments and in agriculture are entitled, in the course of each period of seven days, to a weekly rest period of not less than 24 consecutive hours, granted normally on Sundays. Domestic servants earning wages are entitled to two half-days of rest each week. In the case of seasonal workers, the weekly rest days and public holidays may be accumulated and added to the annual holiday.

In the exceptional cases (e.g. accident or urgent repairs, seasonal employment) where work is performed on Sundays or public holidays wages are increased by 50 per cent. (time-and-a-half).

Night Work.

Night work, which is defined as work performed between 6 p.m. and 6 a.m., is to be paid at one-and-a-quarter times the regular wage rates.

¹ *Le Moniteur*, No. 110, 2 Oct. 1958.

Annual Leave.

All workers in industry, commerce and offices and agriculture are entitled, after one year's service, to 15 consecutive days' paid annual leave comprising 13 working days and two Sundays. Ordinary public holidays and days of sickness may not be deducted from the annual leave period. Where the period of service is less than one year, the leave entitlement is to be calculated at the rate of one day for each month worked.

The annual leave may not be carried over to the following year except in cases of *force majeure* and with the express authorisation of the appropriate section of the Haiti Labour Department. In no case may it be held over for more than two years.

Sick Leave and Maternity Leave.

The Act makes provision for sick leave and maternity leave pending the establishment of a social insurance system covering these contingencies. Workers in industry, commerce and offices and agriculture are entitled to 15 days' sick leave with pay each year, or to a proportionate number of days if the worker has been in service less than a year. Sick leave is not cumulative from one year to the next. Working women are entitled to three weeks' maternity leave before the expected date of confinement and three weeks after confinement.

Protection of Wages.

The provisions relating to the protection of wages apply to workers in industry, commerce and offices and agriculture. Wages payable in money must be paid in legal currency. Wages in the form of allowances in kind refer exclusively to payments made to the worker in the form of food, lodging, clothing or other goods for immediate personal consumption by the worker and his family; land provided by the employer for the use of the worker engaged in agricultural or stock-raising activities may not be considered as allowances in kind.

Wages must be paid at intervals not exceeding a fortnight in the case of manual workers (one month in the case of employees in commerce and offices and professional workers). Payment must be made at the workplace and on working days only.

Workers are free to dispose of their wages as and where they wish. Where works stores are set up in undertakings for selling goods or services, the workers may not be coerced to make use of such stores or services. Where access to other stores or services is not possible, the appropriate section of the Labour Department is to take appropriate measures to ensure that the prices charged are fair and reasonable and do not bring in any profit for the employer.

Advances on wages may be recovered by the employer but deductions made on this account may not exceed one-third of the total wages due in respect of a given wage period.

Administration.

The Act also contains provisions to require employers to put up posted notices or maintain records with respect to hours of work, weekly rest, annual leave, sick leave and maternity leave, and wage payments.

CONDITIONS OF EMPLOYMENT OF YOUNG WORKERS IN POLAND

An Act (No. 226) passed in Poland on 2 July 1958¹ introduces new measures respecting the employment of young persons.

¹ *Dziennik Ustaw*, No. 45, 21 July 1958, p. 626.

The Act repeals the decree of 2 August 1951 governing the employment of young persons and their vocational training on the job (in-plant training).¹ Its main provisions are summarised below.

Minimum Age of Admission to Employment.

The 1951 decree fixed the minimum age of admission to employment at 16 years but empowered the Council of Ministers to allow the employment of young persons between 14 and 16 in certain branches of the economy for vocational training purposes. The Council of Ministers, by decisions taken in 1952 and 1953, allowed this practice in all branches of industry and commerce (with the exception of prohibited occupations) and very wide use has been made of this power.

In addition it has been found impracticable to raise the school-leaving age to 16 owing to the shortage of schools and the lack of teaching staff.

Accordingly the new Act lowers the age of admission to employment to the existing school-leaving age of 14 years, while stipulating that young persons between 14 and 16 may only be employed subject to certain requirements affecting their vocational training.

Vocational Training.

It is unlawful to employ young persons between 14 and 16 years of age for any purpose other than the following :

(a) to learn a trade (the time taken may vary between two and four years according to the trade) by following a training course ending in a proficiency examination ;

(b) to follow a course in the undertaking for a particular job requiring no other type of vocational training (this sort of training course may last from three months to a year) ;

(c) to work in industry for the preliminary period of practical training obligatory for all young persons who have graduated from a vocational training school, learnt a trade by apprenticeship or followed a short course of training for a particular job (this practical training period may last from six months to two years).

Training for a particular job and the trial period must between them last until the young person has reached the age of 16. Those who are employed while they are learning a trade or are being trained for a particular job, and who have not yet completed their primary education, must attend a primary school during working hours.

Young persons over 16 may not be taken on as fully fledged workers unless they have acquired the necessary skills and have completed their preliminary practical training period (except in the case of unskilled jobs). Those who have not attended a vocational school or learnt a trade or are not doing their preliminary practical training period are considered to be trainees until they reach the age of 18 years.

The Council of Ministers issued an order (No. 364) dated 26 September 1958,² which order forbids, *inter alia*, the employment of young persons in jobs not directly connected with their vocational training. It also prescribes the legal form of training contracts (whether for a trade, a particular job or the trial period of employment), and lays down the rules for end-of-training (proficiency) examinations.

Hours of Work.

The hours of work for juveniles between 14 and 16 are 36 a week. This includes the hours spent in additional training, which must not exceed 18 a week.

¹ See *Industry and Labour*, Vol. VII, No. 2, 15 Jan. 1952, p. 81.

² *Monitor Polski*, No. 78, 17 Oct. 1958, p. 673.

Wages.

The 1951 decree contained no provision that young workers' wages might vary according to skill. The result was that quite often, particularly in the building and engineering sectors, a young worker without any training or even an elementary education could earn as much as an adult worker with years of experience. This meant that young workers had no incentive to acquire a skill. Order No. 364 of 26 September 1958 therefore fixes rates of pay for young workers undergoing vocational training in such a way as to give them an inducement to improve their skills. It also safeguards them against the reluctance of heads of undertakings (who are naturally anxious to make their wage funds stretch as far as possible) to give employment to young persons.

HOURS OF WORK AND ANNUAL LEAVE IN SWITZERLAND

REJECTION OF PROPOSAL FOR A STATUTORY 44-HOUR WEEK

A proposal to introduce a 44-hour week by constitutional amendment, which had been initiated in 1955, was rejected by the Swiss electorate on 26 October 1958.¹

The supporters of the proposal argued that a reduction in hours of work based on uniform minimum standards, effective throughout Switzerland, could be achieved only by federal legislation, which would unify conditions of work and of industrial competition in the various cantons. They also argued that a reduction in the hours of work is now imperative in Switzerland because of productivity increases recorded in recent years and the need to grant more leisure to workers.

On the other hand, the opponents of the proposal, who included the Swiss Trade Union Federation and the Central Union of Swiss Employers' Associations, regarded the proposed action as not being a proper means of reaching a general reduction in hours of work. In their opinion, hours should not be reduced without adjustment of wage rates, and only a gradual reduction by collective agreement would provide workers with the necessary compensation for loss of earnings. Among employers especially it is considered that a legislative amendment, by its necessarily inflexible character, would invite difficulties of application and execution; the fixing of hours of work should be based on negotiations between the occupations directly concerned; it would also be appropriate to take into account the importance of cost prices in the Swiss economy, which is based mainly on the export of manufactured goods on a large scale.

In a message to the national legislature, the federal Council had recommended the rejection of this proposal², considering that a constitutional amendment was not the proper means of securing a reduction in hours of work.

The Swiss people and the cantons finally rejected this proposal by 586,221 votes to 315,887, thus showing their approval of the position adopted by the federal Council.

REDUCTION IN HOURS OF WORK IN THE FEDERAL RAILWAYS
AND OTHER GOVERNMENT-RUN UNDERTAKINGS

On 21 October 1958 the Swiss federal Council decided that the working week in government departments and govern-

¹ *Journal de Genève* (Geneva), 27 Oct. 1958.

² See *Industry and Labour*, Vol. XIX, No. 10, 15 May 1958, p. 409.

ment-run undertakings (such as the federal railway system) would be reduced from 48 to 46 hours from 1 June 1959.¹

Background.

The question of a reduction in the working week for Swiss government employees has been a subject of long negotiations between the federal Council and the staff unions concerned.

The staff unions had called for a reduction of two hours as from 1 January 1959. In September 1958 they received an offer which provided for a reduction of one hour during the summer months of 1959, and a reduced working week in 1960. After this proposal had been rejected by the unions, new negotiations ended in a compromise. Under this compromise the federal Council agreed to the employees' proposals as to the extent of the reduction, and the staff unions accepted 1 June 1959 as the operative date for the new working week.

Scope.

Now that the compromise has been approved by the federal Council the result is that the hours of work of all staff employed in Switzerland under the Hours of Work Act, dated 6 March 1920², and the Factories Act³ (under certain special rules for government employees) will be cut from 48 to 46 hours on 1 June 1959. The government employees to whom this reduction will apply include railway workers who are covered by the Hours of Work Act, which dealt with hours of work in railways and other branches of transport and communications. The hours laid down in the 1920 Act are automatically reduced in pursuance of the recent government decision.

Application.

The federal Council has instructed the competent authorities to submit a final report and proposals concerning the application of the reduction in hours of work.

STATUTORY PAID ANNUAL HOLIDAYS IN THE CANTON OF GENEVA

An Act which came into force on 19 July 1958⁴ establishes the legal right of every employee working in the canton of Geneva to a paid annual holiday of 22 days, including not less than 18 consecutive working days.

This Act amends the Compulsory Paid Annual Holidays Act of 18 January 1947⁵, which made provision for an annual paid holiday of at least 14 consecutive days, including 12 working days.

The new Act is the result of a vote taken by electors of the canton on a proposal (*initiative populaire*) calling for the amendment of the existing legislation so as to provide three weeks' paid annual leave for every employee. The voting took place in the canton of Geneva on 6 July 1958, and the results were 13,097 votes in favour of the proposal, and 12,748 against.

¹ *Le Cheminot* (Berne), 24 Oct. 1958.

² *I.L.O. Legislative Series*, 1920—Swi. 1.

³ *Ibid.*, 1919—Swi. 3.

⁴ *Feuille d'Avis officielle de la République et Canton de Genève*, 206th Year, No. 83, 19 July 1958.

⁵ *Ibid.*, 203rd Year, No. 103.

SOCIAL SECURITY

CONVENTION BETWEEN CZECHOSLOVAKIA AND THE UNION OF SOVIET SOCIALIST REPUBLICS ON CO-OPERATION ON HEALTH CARE

A Convention concluded between Czechoslovakia and the Union of Soviet Socialist Republics on co-operation on health care came into force on 28 April 1958.¹

In pursuance of article 5 of this Convention, each party grants nationals resident on the territory of the other party free medical care in the event of unexpected sickness. The Ministers of Health of both countries will decide, by mutual agreement, the facilities to be provided for nationals of one country in the health institutions of the second. Cases involving medicinal bath treatment are to be the subject of a special agreement.

SOCIAL SECURITY DEVELOPMENTS IN THE PHILIPPINES

As from 1 September 1958 the Social Security Act, 1954², as amended, is being gradually extended to firms in the Philippines with six or more employees.

The 1954 Social Security Act was substantially amended by legislation approved on 21 June 1957.³ The amending Act improved benefit protection in several respects, changed the financing provisions and made other changes. In addition the unemployment insurance sections of the 1954 Act, which had never become effective, were repealed. The major changes introduced by the 1957 amending Act are summarised below.

Background.

Coverage. At first compulsory coverage was to be provided only by employers whose business had been in operation for at least three years and had 200 or more employees. As from 1 September 1957, however, the amending Act extended the compulsory scheme to firms which had been in operation for two years and had 50 or more employees. The Act also provided that it was to be extended to firms with six or more employees in 1958. The provisions in the 1954 Act concerning voluntary coverage have been repealed.

The 1957 Act also deleted clauses which permitted employers to be exempted from the scheme subject to certain conditions, one of which was the maintenance of an equivalent private plan. It provided instead that pre-existing private plans were to be integrated into the general scheme, but that the employer must pay the statutory contribution to the scheme of 3.5 per cent. of the payroll, and pay into his private benefit plan such additional contributions as would make the amount of his aggregate contributions the same as before being covered under the system. It also provided that benefit rights which employees had acquired prior to the 1957 Act should not be discontinued, reduced or impaired.

¹ *Přiloha Sbírky Zákonů*, No. 21 (Annex), 1 Oct. 1958, p. 65.

² Republic Act No. 1161. *I.L.O. Legislative Series*, 1954—Phi. 1. For a note on this Act see *Industry and Labour*, Vol. XIII, No. 1, 1 Jan. 1955, pp. 38-40; and *ibid.*, Vol. XV, No. 5, 1 Mar. 1956, p. 216.

³ Republic Act No. 1792. *I.L.O. Legislative Series*, 1957—Phi. 1.

The exclusion of persons employed by non-profit-making religious, charitable, scientific, educational and similar institutions has been dropped, and the amended Act no longer excludes bonuses, overtime pay, and non-mandatory severance payments from the definition of "compensation".

Benefits.

Retirement. Higher retirement benefits are provided for by a new formula giving pension credit of one-half of 1 per cent. of the average monthly compensation for each year of service between the date of coverage and attainment of retirement age. That is to say, if an employee's average monthly compensation in a given year is 100 pesos his pension credit for that year is 50 centavos. The minimum benefit amounts to 25 pesos a month after two years' membership of the scheme. Formerly this minimum amount was payable only after ten years' membership of the scheme and three years' continuous service with an employer. Retirement is permitted at the age of 60 if the worker has been in "covered" employment for at least two years.

If a worker is re-employed after his retirement, his pension is suspended if he earns more than 50 pesos a month; formerly the pension was suspended regardless of the level of his earnings.

Death and permanent-total disability benefits. Under the amended Act, a new formula provides a lump-sum benefit equal to the average monthly compensation multiplied by 12 after one year of service in "covered" employment, and multiplied by six if the worker's service was shorter than one year. The 1954 Act had provided for return of contributions if the worker had contributed for less than 13 months, and for lump-sum payments varying from 30 to 100 per cent. of annual compensation, depending on the length of service exceeding 13 months (30 per cent. for 13 months' service; 100 per cent. for 48 months' service or over).

Contributions and Financing.

The new scale of contributions as compared with the former one is as follows: employee—2.5 per cent. as against 3.0 per cent.; employer—3.5 per cent. as against 3.0 per cent.

The Act, as amended, provides for an annual government subsidy of whatever amount is necessary to meet the estimated expenses of the scheme for each ensuing year and, in addition, whatever amounts are needed to ensure an adequate working balance as shown by periodic actuarial evaluations.

The Act provides that the prescribed benefit must not be diminished, and in order to guarantee such benefits the Government has accepted responsibility for the solvency of the scheme.

The description of approved types of investment of reserves has been broadened to include "other projects and investments, which in the determination of the Commission shall redound to the benefit of the scheme, its members, as well as the public welfare".

An actuarial evaluation of the scheme is to be made after two years of operation, and on the basis of its findings, the President of the Republic is to recommend to Congress whether the system should be broadened to include additional types of benefits such as unemployment benefits, as well as whatever additional premiums would be needed in order to finance them.

The initial appropriation to launch the scheme has been increased from 200,000 to 1 million pesos.

Administration.

The statement of the powers and duties of the Social Security Commission has been expanded to include specific reference to the adoption of a budget of expenditure. The previous reference to labour and management representatives in the Commission has been deleted.

The 1957 Act also repeals a provision which enabled the Commission to make the scheme effective, area by area, depending upon the nature of industries and establishments in each area.

The limitation on administrative expenditures has been reduced from 12 to 7 per cent. of total income during the first two years of operation and from 10 to 5 per cent. thereafter.

AN INVALIDITY INSURANCE BILL IN SWITZERLAND

ADJUSTMENT OF OLD-AGE AND SURVIVORS' INSURANCE

In a message dated 24 October 1950, the Swiss federal Council placed before the national legislature a Bill to establish a general invalidity insurance scheme.¹

This also involved some adjustment of the existing old-age and survivors' pension scheme based on the Old-Age and Survivors' Insurance Acts.² Although the two branches of insurance are closely related, it was considered best to draft separate Bills, both of which are now pending. A brief summary of their provisions will be found below.

Preliminary Work.

The introduction of a federal invalidity insurance scheme required extensive preparatory work, which was undertaken—at the suggestion of the federal Department of the Interior—by a committee of experts including representatives of the Confederation, the cantons, the employers' and workers' organisations, associations for aid to disabled persons, sickness and pension insurance funds, the insurance companies and the medical profession.

The committee of experts completed its work on 30 November 1956; on 18 March 1957 the Department of the Interior submitted its report to the cantons, the political parties and the organisations concerned for their opinion. There is an urgent need for invalidity insurance in Switzerland and accordingly its introduction was unanimously approved, although some reservations were made, particularly as regards the financing of the new scheme. The federal Social Insurance Office was instructed to examine the various opinions expressed, and this agency reported to the federal Council in November 1957. The federal Council approved this report on 1 April 1958 and asked the Department of the Interior to draft legislation on the subject.

Scope of the Invalidity Insurance Bill.

Like the old-age and survivors' insurance scheme, invalidity insurance is planned as a compulsory scheme for the whole population, i.e. employed persons, the self-employed and persons without any gainful occupation. Those already disabled when the future Act comes into force will have a full right to benefits under it. In the case of Swiss nationals resident abroad, membership of the Swiss old-age and survivors' insurance scheme will automatically involve participation in the invalidity insurance scheme.

Benefits.

The object of the invalidity insurance scheme is to protect the insured as completely as possible against the financial consequences of disablement which is defined as "any permanent or long-term reduction of earning

¹ *Feuille fédérale*, 110th Year, Vol. II, No. 45, 13 Nov. 1958, p. 1161.

² *I.L.O. Legislative Series*, 1946, 1950, 1953 (Swi. 1 in each case); see also *Industry and Labour*, Vol. XVII, No. 10, 15 May 1957, pp. 408-410.

capacity by damage to physical or mental health resulting from a congenital infirmity, a disease or an accident". It should be noted that a deficiency (physical or mental) which has no effect on earning power is excluded from the definition.

Since the essential object of an invalidity insurance scheme is to permit the disabled person to take an active part in economic life, the Bill provides for two kinds of benefit : (a) rehabilitation courses intended to render the insured person capable of engaging in a gainful occupation, or to restore or improve his earning capacity, or to safeguard this capacity if it is in imminent danger of being lost¹; and (b) pensions payable to insured persons who cannot be rehabilitated, or not to a sufficient extent.

Rehabilitation. The Bill provides that an insured person who is disabled or threatened with disablement shall be entitled to such rehabilitation as may be necessary to improve his earning capacity, irrespective of age and degree of disablement. This right does not expire on entitlement to the old-age pension. As far as practicable the disabled person will be free to choose his medical practitioner. Agreements may be concluded to govern the working relations between the insurance scheme, medical practitioners, associations of members of the auxiliary medical professions, and rehabilitation establishments and workshops.

The rehabilitation benefits are summarised below.

(a) Medical assistance : The insured person is entitled to the medical care and treatment which is directly required for his vocational rehabilitation and will enable him either to obtain a considerable lasting improvement in his earning capacity or to preserve it from any significant reduction. Within these limits the insurance covers all medical and pharmaceutical expenses as well as the cost of hospitalisation and transport. In case of congenital infirmity all necessary medical care will be at the expense of the insurance scheme.

(b) Vocational assistance : A second type of assistance includes vocational guidance, training, resettlement and placement. If a disabled person finds difficulty in changing his occupation or returning to his previous job, he is entitled to assistance from the vocational guidance services. For a disabled person who has not yet been in any gainful occupation or whose initial training involves expense considerably greater than if he were not disabled, the insurance scheme meets the additional costs. The insurance scheme pays the cost of resettlement. Disabled persons may ask for free assistance from the placement service; in so far as the resources of the scheme permit, this will be provided by special offices. The insurance scheme may pay a lump sum to enable a disabled person to set himself up in business on his own account.

(c) Assistance for handicapped children : The Bill pays particular attention to handicapped children and young persons, who are not only entitled to medical assistance in case of congenital infirmity but may also receive the assistance required to provide them with as complete an education as possible : this consists in a contribution to school or boarding expenses. However, even after the introduction of the new insurance scheme the education of handicapped children will remain a matter for the cantons and local authorities.

(d) Auxiliary equipment : The disabled person is entitled to the simplest auxiliary equipment (prosthetic appliances, special tools) which he requires in order to be able to engage in his occupation. Dentures, spectacles and foot supports will be provided by the insurance only if they are an indispensable part of the medical rehabilitation.

(e) Daily allowances : A disabled person covered by the insurance scheme is entitled to a daily allowance if rehabilitation arrangements

¹ See above p. 139.

prevent him from working for not less than six days in succession, and when he is incapacitated for work by at least 50 per cent. The scheme, which resembles in this regard the scheme governing the allowances and benefits paid during annual military service, includes allowances for persons living alone and persons with dependants; children's allowances; allowances for persons who require the continual assistance of another; and allowances for self-employed persons who run their own undertakings. In order to encourage disabled persons to take advantage of the rehabilitation facilities offered, the insurance scheme pays, by way of complement to the allowances and benefits paid during military service, a special supplement proportionate to the total amount of the military service allowances to which the recipient would be entitled. The daily allowance rates are shown in table 1:

TABLE I. DAILY ALLOWANCES
(In Swiss francs)

Corresponding wage or salary			Daily allowance ¹ for—		
Yearly	Monthly	Daily	(a) a person without dependants	(b) a married person with—	
				(i) two children	(ii) four children
4,500	375	12.50	3.90	14.95	14.95
6,750	562.50	18.75	5.20	18.20	21.95
9,000	750	25	6.50	21.45	26.65
11,250	937.50	31.25	7.80	24.70	29.90

¹ Including the "rehabilitation supplement", equal to 20 per cent. of the corresponding military service allowance, but not the "self-employed person's allowance" of 3 francs a day payable to a disabled person working on his own account.

Pensions. The second element in the benefit system is the pension, i.e. periodical assistance to disabled persons who cannot be rehabilitated. As invalidity insurance is intended to be the first stage in an integrated pension system, the basic rate is the same as for an old-age pension. However, the opinion has been expressed that the needs of disabled persons—particularly when fairly young—are widely different from those of recipients of old-age pensions. This is why the Bill provides that disabled insured persons may in appropriate cases receive additional amounts for near relatives, for children, and in cases where they require the constant assistance of another person.

Entitlement to Benefit.

The right to rehabilitation is not subject to the degree of disablement, but insured persons may receive pensions only if their working capacity is considerably reduced. The rules are as follows: no pension is payable if the degree of disablement is less than 50 per cent.; disablement of 50 to 66 per cent. carries the right to a half pension; and only in case of disablement in excess of two-thirds is the full pension payable. The federal Council has not adopted the suggestion that the right to a pension should arise in the case of a smaller percentage of disablement because, apart from financial considerations, it was held that a welfare institution cannot pay pensions when the loss of earning capacity is small.

A disabled person may claim a pension as from the month in which he becomes permanently disabled (at least 50 per cent. disablement), or the month in which he reaches his 360th day of complete disablement, for as long as he remains at least 50 per cent. disabled. In the latter case the

intention is to mitigate the consequences of prolonged illness and ties up with the sickness insurance scheme (which fills any gap by means of supplementary benefits).

Different Types of Pensions.

A distinction should be made between a single invalidity pension, payable to a disabled person who is unmarried, widowed or divorced, and a married couple's pension, payable to a disabled man whose wife is aged at least 60 years or is herself disabled. These two pensions are similar to those paid under the old-age and survivors' insurance schemes. The invalidity scheme, however, will also pay a "near-relative allowance", equal to 40 per cent. of the single invalidity pension (in respect of the wife if she is neither disabled nor over 60 years); and a "child allowance" equal to 40 or 60 per cent. of the single pension (if respectively one or both of the parents are disabled). The various kinds of pensions are payable to insured persons who have at least one year's contributions to their credit at the time when the disablement occurs. Contributions paid to the old-age and survivors' insurance scheme since 1 January 1958 are also taken into consideration. Ordinary pensions may be full or partial, but as a rule insured persons domiciled in Switzerland receive full pensions.

Table II shows the principal rates for full pensions.

TABLE II. MINIMUM AND MAXIMUM AMOUNTS OF FULL PENSIONS
(Annual rates in Swiss francs)

Recipient	Minimum	Maximum
Living alone	900	1,850
Married ¹ : without children	1,200	2,590
„ with two „	1,980	4,070
„ „ four „	2,700	5,550

¹ If wife is not disabled.

Swiss nationals domiciled in Switzerland who have not completed even one contribution year are in principle entitled to the additional pensions subject to the same conditions and at the same rates as those applying to the transitional pensions paid under the old-age and survivors' insurance scheme. A person who has been disabled since birth or childhood begins to contribute to the scheme only when he starts to receive a pension; the Bill takes account of this rather special case by allowing such a person to receive the transitional pension without means tests at the minimum ordinary full pension rate.

Organisation.

The invalidity insurance scheme is to be run by the body which manages the old-age and survivors' insurance scheme, an arrangement which has great financial and practical advantages. The local old-age and survivors' insurance funds will take decisions regarding individual claims and pay out pensions and daily allowances. In two respects, however, the Bill provides for the establishment of special bodies to handle only invalidity insurance matters. Cantonal invalidity insurance boards will decide whether a person is disabled and to what degree, and will prescribe and supervise appropriate rehabilitation measures. Regional offices employing specialist staff will assist the boards in facilitating the vocational rehabilitation and resettlement of disabled persons: these offices will be established by the cantons or by certain approved private organisations. The federal Council will be responsible for determining the territorial jurisdiction of these bodies.

Promotion of Assistance to the Disabled.

The promotion of assistance to the disabled will take the form of subsidies to institutions which give rehabilitation courses or otherwise render services to the disabled, or provide supplementary benefits such as the allowance for helpless persons.

The employment offices, public vocational guidance offices and welfare services which undertake to guide, place or resettle the disabled without being expressly instructed to do so by the insurance scheme will be entitled to a refund of 50 to 75 per cent. of the expenses thus incurred; institutions acting on direct instruction will receive a full refund. The insurance scheme is empowered to pay subsidies for the construction, repair or maintenance of establishments and workshops applying rehabilitation measures or giving employment to disabled persons on a permanent footing. Homes for disabled persons and associations of organisations which provide assistance to them are also encouraged by means of subsidies. In all cases it will be for the federal Council to determine the amount of the subsidy to be granted and the conditions which must be fulfilled.

As already stated, the invalidity insurance scheme, like the military service insurance and accident insurance schemes, will pay special allowances to totally disabled persons who need constant help. This benefit is payable only to persons without means, and is not a right which may be claimed by any helpless person. Expenditure is thus restricted and the allowance corresponds to the particular needs of the various cases which arise. The insurance scheme places 2 million francs a year at the disposal of the cantons for this purpose, and they will be required to allocate it in co-operation with the various institutions which give assistance to the disabled. The amount may not exceed 900 francs a year, nor be less than 300 francs. Helpless persons who are hospitalised at the public expense (public assistance) cannot receive this allowance.

Finance.

According to the estimates made by the committee of experts and the proposals before the federal Assembly, the average annual cost of the insurance would be 145.2 million francs. Its breakdown may be seen in table III.

TABLE III. AVERAGE ANNUAL COST OF THE INVALIDITY INSURANCE SCHEME
(In millions of Swiss francs)

Item	Cost
Rehabilitation	20.2
Pensions	116.0
Other action	7.0
Costs of application (subsidies to cantonal funds; regional offices; invalidity insurance boards)	2.0
Total	145.2

The State contribution will be half the aggregate expenses, and is to be shared equally by the Confederation and the cantons. Contributions from the insured persons and their employers will cover the other half: these are to take the form of a supplementary contribution equal to 10 per cent. of the old-age and survivors' insurance contribution. The two schemes together will thus receive 4.4 per cent. of the insured person's income from

his occupation, one-half paid by the worker and one-half by his employer, in the case of employed persons. Self-employed persons, who are not required to pay the full 4.4 per cent. of their income by way of contribution to the old-age and survivors' insurance scheme, will pay the supplementary 10 per cent. only, based on their reduced contribution. No special invalidity insurance fund will be established. Receipts and expenditure will be entered up in the old-age and survivors' insurance fund, but will appear in a special account. Provision has already been made, in the national budget adopted on 11 May 1958, for disbursements to be made by the Confederation in connection with invalidity insurance.

Modification of the Old-Age and Survivors' Insurance Scheme.

The old-age and survivors' insurance scheme will be modified in three respects. The Invalidity Insurance Bill proposes that certain provisions of the Old-Age and Survivors' Insurance Acts should be amended and supplemented. The large numbers of foreign workers who have entered Switzerland make it necessary to calculate pensions pro rata under both the insurance schemes. By this new method of calculation, which is applied in many countries, the pension is determined by the relationship between the effective period of contribution and the "full period" applying to persons of the contributor's age group. The period of contribution is "full" when, between 1 January of the year following that in which an insured person completed his twentieth year and the date at which he becomes entitled to the pension, he has paid contributions for the number of years fixed for persons of his age group. In theory there is no longer any lower limit to the pension. Pension rights already acquired are not affected by the new regulations. New provisions are also envisaged in favour of Swiss nationals abroad, who may now continue to pay insurance contributions on a voluntary basis and thus avoid any reduction in their pension.

CO-OPERATION

AN I.L.O. REGIONAL SEMINAR ON CO-OPERATION

A note on a regional seminar on co-operation organised by the I.L.O. at Rangoon, from 17 to 29 November 1958, appears on page 121.

TWENTY-FIRST BIENNIAL CONGRESS OF THE CO-OPERATIVE LEAGUE OF THE UNITED STATES

The Twenty-first Biennial Congress of the Co-operative League of the United States was held in Minneapolis in September 1958.¹

Address by the Premier of Saskatchewan.

Among the guests attending the Congress was the Premier of the Canadian province of Saskatchewan. Addressing the Congress, he pointed to the need

¹ *Midland Cooperator* (Minneapolis), 15 Sep. 1958; *The Commonwealth* (Regina, Saskatchewan), 17 Sep. 1958.

for the co-operative movement to reassess its role in society and to state in clear and unmistakable terms its long-range objective. "The basic need of the co-operative movement", he said, "is for ideology", and reminded the delegates that the men of Rochdale had not restricted their thinking to the saving of money or the earning of dividends, but had visualised the ownership of the instruments of production and distribution. They had thought in terms "not merely of a co-operative association but of a co-operative society in which the principles of helping one another would permeate all their social and economic activities".

The speaker referred to the efforts made by farmers and workers after the Industrial Revolution to form co-operatives in an attempt to give themselves a voice in the daily management of their affairs, and spoke of the strength of the co-operative movement of the present time. But despite the achievements of the movement over the century since its inception, it was nevertheless a fact that the co-operative movement did not yet represent a large segment of the population, nor did it control a major part of the economy.

He concluded by saying that the greatest enemy of the movement was complacency, and that this was not the time to look back upon the progress made but to realise how much remained to be accomplished.

Conclusions.

The Congress approved a 13-point resolution which called for—

- (a) encouragement of credit unions among co-operatives ;
- (b) use of co-operative-type insurance by all other co-operatives ;
- (c) pooling of funds in co-operative financing institutions ;
- (d) investment of co-operative insurance funds in other co-operatives ;
- (e) investment in co-operative housing association mortgages ;
- (f) encouragement of housing co-operative members to organise consumer co-operatives, health plans, joint buying groups, credit unions and the like ;
- (g) purchase of goods by consumer co-operatives from farm co-operatives ;
- (h) encouragement of membership in other co-operatives by all co-operatives ;
- (i) complete co-operative organisation of all steps of distribution between farmers and consumers ;
- (j) combined programmes to inform the public about benefits and facts of co-operative business ;
- (k) recognition by all co-operatives of the direct dependence of business volume upon effective educational programmes ;
- (l) acceptance by co-operative leaders of community service ;
- (m) organisation by the League and its members of a subsidiary corporation to foster the growth and development of co-operatives.

Other resolutions urged—

- (a) expansion of people-to-people contacts with co-operatives everywhere, and increased technical assistance by United States co-operatives to other countries, especially through the League's Fund for International Co-operative Development ;
- (b) support by co-operatives of educational radio and television stations with time and money, and more vocal criticism of unsatisfactory radio and TV programmes and commercials ;
- (c) expanded middle income co-operative housing, with open occupancy, and more help for student co-operative housing.

ERRATUM

Vol. XXI, No. 2, 15 January 1959

MIGRATION POLICY IN ARGENTINA

MIGRATION TO AND FROM THE REPUBLIC IN 1956 AND 1957

Page 66, second line :

For " 20,040 " read " 2,040 ".

Vol. XXI, No. 3, 1 February 1959

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS

UNITED ARAB REPUBLIC

Page 81 :

For " 14 December 1959 " read " 14 January 1959 ".

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

Annual subscription : \$6.00, £1 16s.

Price per number : 60 cents, 3s. 6d.

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers' and workers' organisations.

Annual subscription : \$5.00, £1 10s.

Price per number : 25 cents, 1s. 6d.

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

Annual subscription : \$2.50, 15s.

Price per number : 75 cents, 4s. 6d.

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

Price : paper, \$5.00, £1 10s. ; cloth, \$6.00, £1 16s.

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance ; technical papers and pamphlets on current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00 ; £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses on the following pages

CORRESPONDENTS

(continued from outside back cover)

Chile: Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).

China : Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").

Colombia: Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).

Costa Rica: Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).

Cuba: Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).

Czechoslovakia: Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.

Ecuador: Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").

Greece: Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).

Haiti: Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haiti").

Iran: Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).

Israel: Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit, Interlab, Jerusalem, Israel").

Lebanon: Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").

Netherlands: Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).

Norway: Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417800).

Pakistan: Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").

Philippines: Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").

Poland : Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.

Portugal: Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.^o E., Lisbon (Tel. 68 17 31).

El Salvador: Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.

Spain: Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").

Thailand : Mr. M. DULYACHINDA, Phya Anuraks 152, Pejburi Road, Bangkok.

Turkey: Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").

Union of South Africa: Mr. L. C. LOOCK, Private Bag 117, Pretoria.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.

Uruguay : Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).

Venezuela: Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).

Yugoslavia : Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição Internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

Bulgaria: Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

(Continued overleaf)

VOL. XXI, No. 5
1 MARCH 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 5

1 MARCH 1959

CONTENTS

International Labour Organisation	
	Page
Application of Conventions to Non-Metropolitan Territories: Declarations by the <i>United Kingdom</i>	161
Office Publications and Documents	161
 International Organisations and Conferences	
Intergovernmental Committee for European Migration: Ninth Session of the Council	162
Regulations of the Council of the European Economic Community concerning Social Security for Migrant Workers	162
International Conference on Legislation concerning Veterans and War Victims	162
Report on Activities of the International Radio-medical Centre in 1958	164
Congress of the International Association for Crafts and the Teaching of Arts	165
 Social and Economic Policy	
A State Housing Department in <i>Iran</i>	166
The <i>Somalia</i> Labour Code	167
 Manpower	
Reorganisation of Vocational Training in the <i>German Democratic Republic</i>	170
Employment and Unemployment in <i>Norway</i> in 1957 and Early 1958	172
A Supervisors' Training Centre in <i>Sweden</i>	174
Rehabilitation of the Blind in the <i>United Arab Republic</i> : A Model Institution in the <i>Syrian Region</i>	174
 Migration	
Intergovernmental Committee for European Migration: Ninth Session of the Council	175
 Conditions of Work	
Conditions of Work in the <i>Canadian</i> Manufacturing Industry in 1958	180
Wage Policy in <i>Chile</i>	181
Length-of-Service Bonuses in the <i>Spanish</i> Chemical Industry	182

Social Security		Page
Regulations of the Council of the European Economic Community concerning Social Security for Migrant Workers		183
Recent Changes in the <i>French</i> Social Security Scheme		183
Co-operation		
Co-operative Developments in <i>Czechoslovakia</i>		187
Employers' and Workers' Organisations		
Inter-American Regional Organisation of Workers: Fourth Con- tinental Congress		189
General Confederation of <i>Costa Rican</i> Workers: Third National Congress		194

INTERNATIONAL LABOUR ORGANISATION

APPLICATION OF CONVENTIONS TO NON-METROPOLITAN TERRITORIES

DECLARATIONS BY THE UNITED KINGDOM

The Director-General of the International Labour Office registered on 9 February 1959 a number of declarations communicated by the United Kingdom Government concerning the application of the Holidays with Pay (Agriculture) Convention 1952, to certain non-metropolitan territories.

Applicable without Modification :

Tanganyika ; Federation of the West Indies (Barbados).

Inapplicable :

Aden Colony ; Gibraltar ; Somaliland Protectorate.

Decision Reserved :

Bahamas ; Bermuda ; British Guiana ; British Honduras ; British Virgin Islands ; Brunei ; Cyprus ; Falkland Islands ; Fiji ; Gambia ; Gilbert and Ellice Islands ; Hong Kong ; Kenya ; North Borneo ; St. Helena ; Sarawak ; Seychelles ; Solomon Islands ; Uganda ; Federation of the West Indies (Antigua, Montserrat) ; Zanzibar.

OFFICE PUBLICATIONS AND DOCUMENTS

CONDITIONS OF WORK OF FISHERMEN

The Office has just published a report for the 43rd Session of the International Labour Conference (Geneva, June 1959) on the conditions of work of fishermen, which is the fifth item on the agenda of the session.¹

On this question, which the Governing Body of the International Labour Office decided, at its 134th Session, to place on the agenda of the Conference, the Office had already prepared a preliminary report² containing the texts of a proposed Convention concerning the minimum age for admission of fishermen to employment, a proposed Convention concerning the medical examination of fishermen, and a proposed Convention concerning fishermen's articles of agreement. These texts were based upon proposals adopted by the International Labour Conference at its 42nd Session (June 1958).³ The governments were requested to send any amendments or comments or to inform the Office whether they considered that the proposed texts formed a suitable basis for discussion at the 43rd Session of the Conference.

¹ I.L.O. : *Conditions of Work of Fishermen*, Report V(2), International Labour Conference, 43rd Session, Geneva, 1959 (Geneva, 1959). 41 pp. Price : 25 cents : 1s. 6d.

² See *Industry and Labour*, Vol. XX, No. 5, 1 Sep. 1958, p. 168.

³ *Ibid.*, Nos. 1-2, 1 and 15 July 1958, pp. 34-36.

This second report summarises and analyses briefly the replies of the governments. It also contains the English and French versions of the proposed texts which, if the Conference so decides, will constitute the basis for the second discussion, at the 43rd Session, of this question.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

INTERGOVERNMENTAL COMMITTEE FOR EUROPEAN MIGRATION

NINTH SESSION OF THE COUNCIL

A note on the Ninth Session of the Council of the Intergovernmental Committee for European Migration (Geneva, 13-19 November 1958) will be found on page 175.

REGULATIONS OF THE COUNCIL OF THE EUROPEAN ECONOMIC COMMUNITY CONCERNING SOCIAL SECURITY FOR MIGRANT WORKERS

A note on regulations concerning the social security of migrant workers adopted by the Council of the European Economic Community will be found on page 183.

INTERNATIONAL CONFERENCE ON LEGISLATION CONCERNING VETERANS AND WAR VICTIMS

An International Conference on Legislation concerning Veterans and War Victims, organised by the World Veterans' Federation ¹ in co-operation with the Netherlands Government, was held in The Hague from 17 to 24 November 1958.

Purpose of the Conference.

Its main purpose was to enable delegates to discuss measures already taken in European countries for the rehabilitation, social security (particularly disability pensions), welfare, etc., of veterans and war victims and to consider ways and means of improving these services.

Attendance.

The Conference was attended by representatives of government departments and national veterans' organisations from Austria, Belgium, Denmark, Finland, France, the Federal Republic of Germany, Greece, Italy, Luxembourg, the Netherlands, Norway, Turkey the United Kingdom, and Yugo-

¹ For a note on other activities of this body see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 125.

slavia, as well as representatives of the International Confederation of Former Prisoners of War. In addition, there were present observers from Burma, Pakistan, Canada and the United States as well as representatives of the United Nations, the I.L.O., W.H.O., the Council of Europe, the Western European Union, the International Committee of the Red Cross and the International Social Security Association.

Opening Ceremony.

The Conference was formally opened on 17 November by Mr. Van Lanschot, President of the World Veterans' Federation, and Vice-Admiral Moorman, Under-Secretary of State for the Navy in the Government of the Netherlands. Subsequently an address was delivered by Mr. S. C. Whittier, Director of the Veterans' Administration of the United States, who delivered a personal message to the Conference from President Eisenhower.

At further intervals during the rest of the Conference speeches were delivered in plenary session by other visiting representatives of governments. These included Mr. T. Blank, Minister of Labour in the Government of the Federal Republic of Germany, and Mr. V. Stojnic, Member of the Federal Executive Council of Yugoslavia.

Work of the Conference.

The major work of the Conference was carried out in three working parties each dealing with one of the following subjects: war pensions; rehabilitation and welfare; and international regulations. These committees had before them a number of working documents which had been specially prepared by outside experts or organisations, as well as existing international instruments adopted by the I.L.O., the Council of Europe and the Western European Union. As a result of a study of these documents combined with discussions on existing national services, a number of draft recommendations were adopted and submitted to the plenary session of the Conference. On the final day of the Conference these draft resolutions were considered in plenary session and, in some cases after amendment, adopted.

The recommendations finally adopted concerned—

- (a) the need for providing adequate information to pensioners ;
- (b) the need to avoid rigidity in fixing time limits for pension applications ;
- (c) the need to include war pensions in the field of items which should be eligible for technical assistance ;
- (d) the right of disabled persons to rehabilitation ;
- (e) the scope of medical rehabilitation ;
- (f) the principles and scope of vocational rehabilitation ;
- (g) the essential elements of a rehabilitation programme ;
- (h) the need to pay attention always to the psychological aspects of rehabilitation ;
- (i) the responsibility of governments for providing rehabilitation services ;
- (j) the need for statistical data on the extent of disability and the need of the disabled for rehabilitation ;
- (k) the need to establish a joint committee to study the problems of harmonising legislation relating to veterans and war victims with general social security legislation ;
- (l) the consideration due to special classes (e.g. refugees) of persons who, having suffered from the war or its consequences, still find themselves in unfortunate circumstances ;
- (m) the need for the exchange of technical information and personnel in the field of medical treatment ;

(n) the desirability of an international Convention or agreement on the care of and assistance to war cripples abroad ;

(o) the necessity for the widening in scope of article 14 of the Draft European Social Charter of the Council of Europe ;

(p) the need for agreement concerning reciprocal travelling facilities for the war disabled when travelling abroad by railway ;

(q) the desirability of a follow-up conference in approximately two years' time to ascertain progress made as a result of the 1958 Conference and to discuss other matters of importance.

Organisation and Procedure.

For the first time at a meeting convened by the World Veterans' Federation, each European country participating was invited to send not only representatives of national veterans' organisations, but also representatives of government departments concerned with the subjects under discussion. For voting purposes each participating country had two votes: one for its government delegation and one for its veterans' delegation. The votes of the government group and the veterans' group were taken separately, and for a recommendation to be successful it had to be approved by at least two-thirds of each group voting. As it turned out, the recommendations finally adopted by the Conference were almost all unanimous.

REPORT ON ACTIVITIES OF THE INTERNATIONAL RADIO-MEDICAL CENTRE IN 1958

The report on the activities in 1958 of the International Radio-medical Centre (C.I.R.M.), Rome, has just been issued.¹

Activities of the Centre.

During the period under review, the Centre received and sent 7,625 radio medical messages and treated 1,049 seafarers at sea, giving medical advice by radio. It carried out 30 sea or air missions in collaboration with the Italian army and air force and customs authorities and received 30 requests for medical assistance from various small islands in the Mediterranean. Assistance was given to seafarers on board several hundred vessels flying the flags of 16 different countries in the English, French and Italian languages.

International Co-operation.

In reviewing other developments of the past year, the report states that an arrangement has been made with the United States Coast Guard, according to which the radio stations on the Atlantic coast and Coast Guard vessels on duty in the Atlantic will act as transit stations for the exchange of messages between the Centre and vessels at sea which are in need of medical assistance but which are unable to establish direct radio contact with Rome. This assistance by the United States Coast Guard is furnished free of charge.

The Italian cable and wireless company Italcable and the Administration of the Trust Territory of Somalia have also agreed to transmit free of charge radio medical messages between the Centre and vessels at sea through their radio stations at Buenos Aires and Mogadiscio. These arrangements enable the Centre to exchange messages quickly with any ship in any ocean and at any time.

¹ C.I.R.M.: *Bollettino Annuale, 1959* (Rome, 1959). A note on the activities of the Centre in 1957 appeared in *Industry and Labour*, Vol. XIX, No. 10, 15 May 1958, p. 379.

CONGRESS OF THE INTERNATIONAL ASSOCIATION FOR CRAFTS AND THE TEACHING OF ARTS

The International Association for Crafts and the Teaching of Arts held its Fourth International Congress in Brussels from 28 August to 3 September 1958.

The International Labour Office and the Organisation for European Economic Co-operation were represented.

Agenda.

The agenda was as follows :

- (a) handicrafts and everyday life ;
- (b) the training of creative and non-creative craftsmen ;
- (c) recruitment for handicrafts ;
- (d) industrial aesthetics ;
- (e) evolution of ideas, forms and needs ;
- (f) handicrafts and the Common Market ;
- (g) special aspects of productivity in handicrafts ;
- (h) protection of designs and patterns in the Common Market countries and others.

The Congress passed a number of resolutions on these items.

Vocational Training.

The need was emphasised for vocational training, including the acquisition of a wide knowledge of techniques, tools and materials. The resolution adopted on this subject stressed the importance of handicraft teaching by instructors well versed in their craft, conscious of their duties and informed of the latest developments in their subjects. The Congress, recognising the value of workshop training and aware of the need for more craft apprentices, called for a more rational training system and a relaxing of the rather rigid rules governing apprenticeship, to enable the young craftsman to earn his living as soon as possible, while continuing to learn his craft and develop his artistic talents.

On the international level, the educational systems obtaining in the different countries should be brought into harmony and standardised, at least as regards the reciprocal recognition of diplomas ; the international exchange of students and trainees, to develop their character and abilities, was also highly desirable.

Productivity.

After discussing various problems connected with productivity, the Congress urged that—

- (a) production should be increased, without losing sight of quality as a primary concern ;
- (b) great care should be given to training methods for apprentices and the choice of foremen and instructors to be put in charge of young craftsmen-trainees ;
- (c) handicraftsmen should enjoy good working conditions and have the best equipment ;
- (d) production costs should be cut right from the start by obtaining raw materials at more favourable prices by bulk purchasing ;
- (e) overhead costs should be reduced by market expansion, publicity and sales campaigns.

The Congress called upon the public authorities to assist handicraftsmen—

(a) by helping them to obtain financial aid to enable them to increase production, improve the artistic quality of their work and obtain a wider distribution of the finished article ;

(b) by reducing the financial burden of taxation, social security costs, etc., at present borne by handicraftsmen who employ workmen, since in this type of work men cannot usually be replaced by machines ;

(c) by enabling the different handicrafts sectors (i) to organise their own exhibitions (including travelling exhibitions) on the national and international levels ; and (ii) to carry on effective advertising campaigns in favour of craft-produced goods.

Handicrafts and the European Economic Community.

In view of the development of the European Economic Community the Congress urged the adoption of the following measures :

(a) the adoption of a Convention for the protection of original drawings and designs for use in industry ;

(b) a levelling-out of the financial burdens imposed on handicraftsmen in different countries by social security and taxation laws ;

(c) a general standardisation of terminology, trade names of raw materials, techniques developed, patina methods, ornamentation, etc., and trade practices ;

(d) an international instrument should be adopted making the possession of a diploma from the country of origin as well as the diploma of the country of residence (where different) a condition for entry into any of the handicraft trades.

SOCIAL AND ECONOMIC POLICY

A STATE HOUSING DEPARTMENT IN IRAN

A State Housing Department has been established in Iran by a recent decision of the Council of Ministers.¹

Functions.

The objective is to co-ordinate the work of various public bodies in the housing field and to make periodical inquiries to establish housing needs in various urban and country regions. In particular, it will be responsible for informing other public authorities of the most appropriate ways of inducing capital holders to become interested in housing construction and for co-ordinating the activities of various banks in financing low-cost housing construction, blocks of flats, and workers' housing estates.

Administration.

The State Housing Department is presided over by the Prime Minister ; the Minister of Labour is Vice-President. As regards its administration the Department is part of the Minister of Labour's responsibility. It also includes a consultative commission of seven members representing the public bodies concerned with housing construction.

¹ *Ettelaât* (Teheran), 17 Dec. 1958.

THE SOMALIA LABOUR CODE

By Legislative Decree No. 25 dated 15 November 1958¹ the Administrator of Somalia approved a Labour Code which came into force on 1 January 1959.

Freedom of Labour.

Forced labour in any form is prohibited except, subject to prescribed conditions (a) when ordered by the civilian or military authorities to deal with emergencies ; or (b) in execution of a sentence.

Freedom of Association and Trade Union Rights.

Persons engaged in the same or similar occupations may set up trade unions. Any person aged 18 or more is free to join a union of his choice among those representing his occupation. Young persons over 15 years of age may also join, unless their parent or guardian objects. All discriminatory action in violation of freedom of association is declared unlawful. The organisation, administration and dissolution of trade unions are governed by the general rules applicable to incorporated associations established in Somalia and endowed with legal personality. Trade unions have the right to adopt their own by-laws and standing orders, to elect their representatives freely, to manage and conduct their own affairs, and to formulate their programmes. Finally, they are free to affiliate with higher-level associations for the study and defence of their common interests.

Collective Labour Agreements.

Collective labour agreements may be concluded at the national, regional or local level. They must be made in writing for a period not exceeding five years. They are binding on all the workers and employers in the occupations represented by the signatory associations, on condition that such associations represent a majority of the persons engaged in the occupation. The Minister of Social Affairs may convene representatives of all the employers' and workers' associations in a given branch of economic activity when a particular collective agreement is being drawn up.

Individual Contracts of Employment.

Individual contracts of employment may be concluded for a fixed or for an indefinite period, in which case the minimum period of notice for termination is set at eight days for wage earners and 30 for salaried employees. Fixed-term contracts may also be terminated " for any just and sufficient reason ".

Probationary engagements are permitted by the Code, but must be in writing. The probation period may not exceed six months.

Heads of undertakings may establish company rules dealing with the technical organisation of the undertaking and staff discipline. Such rules must be submitted to the regional labour inspectorate for approval ; they may not depart from the standards established by law or collective agreement except where their provisions are more favourable to the workers.

Apprenticeship and Vocational Training.

Any person over 14 years of age but under 30 may be engaged as an apprentice. The period of apprenticeship may not exceed three years. In addition to the practical training which they receive in the undertaking, apprentices are required to attend theoretical training courses, the curricula and organisation of which are determined by the Minister of Social Affairs

¹ *Bollettino Ufficiale della Somalia*, 2nd Year, 24 Nov. 1958, No. 11 (Supplement No. 2), p. 967.

after consulting the Council of Ministers and the Central Labour Commission (a body attached to the Ministry of Social Affairs). At the end of the apprenticeship period, apprentices undergo examinations held by a committee appointed by the Minister of Social Affairs.

Wages.

For work of equal value, women are entitled to the same wages as men. The Minister of Social Affairs, after consulting the Council of Ministers and the Central Labour Commission, may specify by decree the minimum wages for each category of workers and for each area; cases in which housing must be provided for the worker and the standards which it must meet; areas and categories of workers for which rations must be provided by the employer and the manner in which they are to be provided; cases in which workers are entitled to other benefits, e.g. special travel supplies or allowances, seniority or regular attendance bonuses, or reimbursement of travel expenses.

All employees are entitled to an annual bonus of an extra 15 days' wages except where otherwise provided by law or collective agreement. Other provisions concern methods of payment and wage deductions.

Conditions of Employment.

Hours of work. Hours of work of wage earners and salaried employees, regardless of age and sex, and whether paid on the basis of time, task or piece rates, must not exceed eight a day or 48 a week. Overtime must not exceed 12 hours a week and must be remunerated at a higher rate. The rates of increase for overtime are fixed by order of the Minister of Social Affairs but may not be less than 10 per cent. of the basic wage. Work done on public holidays is paid for at twice the normal rate.

In the case of agricultural workers, the regional labour inspectorate fixes the periods during which overtime may be worked in each district without overtime pay; total working hours may not, however, exceed ten a day or 60 a week.

Normal working hours are ten a day and 60 a week in work other than shift work and in the case of guardians and watchmen.

Night work. Night work is defined as any work done between 10 p.m. and 5 a.m. The rate of pay for night work must be at least 10 per cent. higher than the basic wage, and the obligation to perform such work must be laid down in the contract of employment. Women and young persons under 18 years of age may not be employed in night work in industrial establishments except as otherwise provided by law.

Women and children. The Minister of Social Affairs, after consulting the Council of Ministers and the Central Labour Commission, specifies the types of work in which women in general, pregnant women and nursing mothers in particular, children and young persons may not be employed. Women workers are entitled to 14 consecutive weeks' maternity leave, with at least six weeks to be taken after confinement. Nursing mothers are entitled to two breaks a day of one hour each for the purpose of nursing their child, until he is 1 year old.

A general prohibition is placed on the employment of children under 14 years of age, subject to certain exceptions authorised by law. The minimum age for the admission of young persons to employment on board vessels as stokers and trimmers and to underground work in mines is fixed at 18. A lower age limit of 16 is fixed for certain occupations in production industry and building.

The labour inspectorate may order the medical examination of any woman or young person in order to determine their fitness for the work to which they are assigned. Similarly, a woman or young person may ask for such an examination.

Rest and annual leave. Weekly rest is compulsory ; at least 24 consecutive hours must be given once week, except as otherwise provided by law.

Workers are entitled to annual leave with pay as follows : 15 days for salaried employees and ten days for other workers, after one year's service.

Company Stores.

A company store is defined as any organisation through which the employer sells or supplies goods to the employees. Company stores may be established, on condition that—

(a) they provide exclusively commodities for workers' normal needs, without profit to the employer ; and

(b) their finances are managed independently, under the supervision of a committee consisting of staff and management representatives.

The price of the goods on sale must be posted conspicuously on the premises. The sale of alcoholic beverages and spirits in company stores or workplaces is prohibited.

Safety and Health.

Regulations concerning safety and health in different types of undertakings are issued by the Ministry of Social Affairs after consulting the Council of Ministers and the Central Labour Commission. They are enforced by the labour inspectorates.

The employer is required to notify the appropriate labour inspectorate promptly of any employment accident resulting in death or in disability expected to last more than 40 days. Accidents involving more than one person and cases of occupational disease occurring in the undertaking must likewise be reported immediately to the labour inspectorate.

Health Service.

Undertakings with a permanent staff of more than 20 employees are required to keep a properly equipped first-aid chest. Undertakings with more than 100 employees must employ a full-time medical attendant ; nevertheless, this obligation may be waived when there is a doctor or first-aid station in the vicinity.

Labour Administration.

The enforcement of labour legislation is primarily the responsibility of the Labour Department of the Ministry of Social Affairs. The Chief of the Department also exercises the functions of chief labour inspector. Regional and district labour inspectorates are set up in the various regional and district capitals, and the Code defines the duties of these various services and the powers of the labour inspectors. The Code also prescribes the composition and functions of the Central Labour Commission.

Staff representatives. All undertakings employing a permanent staff of more than 50 workers are required to elect two or three staff representatives.

Hiring formalities. Any person proposing to set up an industrial, commercial or agricultural undertaking employing five or more persons on an average must give notice of his intention to do so to the labour inspectorate at least ten days before he starts hiring staff.

Every employee, subject to certain exceptions provided by law, must have a worker's booklet delivered by the labour inspectorate for his district. It is unlawful to give employment to anyone who does not possess such a booklet, but there are certain statutory exceptions to this rule.

Placement. The labour inspectorates must keep lists of all job applications. Employers must recruit the workers they need from these lists. However, certain exceptions to this rule are provided for in the Code.

Labour Disputes.

Individual disputes. Workers and employers must submit their individual grievances to the labour inspectorate of their district with a view to conciliation. Where this fails, the parties may appeal either to the regional labour inspectorate, in a new attempt at conciliation, or directly to the ordinary courts.

Collective disputes. In case of a collective dispute, the parties must apply either to the district labour inspectorate, the regional inspectorate or directly to the Ministry of Social Affairs depending on whether the dispute is of a local, regional or national character. The Ministry, after consulting the Central Labour Commission, tries to effect a settlement by conciliation, failing which the parties may appeal to the courts.

Strikes. The right to strike is recognised, but only in defence of trade interests. A strike may not be called unless 40 hours' advance notice is given in writing; moreover, every attempt at conciliation must have been tried. Other requirements are laid down in respect of strikes affecting public services or quasi-public bodies. Finally, strikes are unlawful in the case of emergency, catastrophe or where vital public interests are at stake.

Transitional Provisions and Penalties.

Any clause in an individual contract or collective agreement which is not in conformity with the Code must be modified within a period of six months from its entry into force. Title XI of the Code provides penalties for violations of the labour law.

MANPOWER

REORGANISATION OF VOCATIONAL TRAINING IN THE GERMAN DEMOCRATIC REPUBLIC

An ordinance dated 28 August 1958 defines the responsibilities of the various public bodies concerned with apprenticeship and vocational training in the German Democratic Republic.¹

Aims and Objects.

The ordinance supplements the decision of the Council of Ministers of 28 June 1956², which dealt with the vocational training of apprentices in the Socialist economy, laying down the basic rules for the organisation and running of apprenticeship schools and workshops in undertakings, the standards to be met with regard to teaching staff and the powers of the central public bodies. The object of the 1958 ordinance is basically the same as that of the 1956 decision, i.e. to improve constantly vocational training and adapt the subjects taught to increased productivity requirements and the new demands of the economy. Particular attention is to be paid to planned mechanisation projects, automation and the peaceful use of atomic energy.

¹ *Gesetzblatt der Deutschen Demokratischen Republik*, No. 59, Part I, 22 Sep. 1958, pp. 669-672.

² *Ibid.*, No. 63, 21 July 1956, pp. 568-570.

The progressive raising of the levels of workers' skills by well-run apprenticeship and adult vocational training courses should be looked upon as a matter of vital public concern, and every public body concerned with education, as well as those in any way connected with the economic plan, must give the matter their best attention, in close co-operation with the trade union movement and the Free German Youth Association.

Responsibilities of the Ministry of Education.

Under the ordinance the Ministry of Education is entrusted with the task of expanding and developing the apprenticeship and adult education systems. It will first and foremost draw up a number of general principles governing the choice of subjects taught, programmes, teaching methods (formal and practical), and methods of political and ideological training for apprentices, technical-school students and adult workers. It will also lay down principles concerning the development of vocational training methods and the recruitment and training of teachers and instructors. It will supervise and inspect the vocational training activities of the other ministries, state-run undertakings, local authorities, etc., and co-ordinate their efforts with those of the National Planning Committee, the trade unions, the Free German Youth Association and certain experts. The Ministry must be represented at all meetings of the National Planning Committee and those of the National Employment and Wages Committee whenever vocational training policy or the improvement of workers' skills (especially in connection with manpower policy under the plan) is under consideration by either of these bodies.

Responsibilities of Other Bodies.

The National Planning Committee will be responsible for planning the future course of vocational training on the basis of the manpower supply and requirements, periodic replacement of the economically active who cease work (retirement, illness, etc.), bearing in mind the general needs of the economy and of individual branches of industry and regions. The planning activities of the Committee also include—

- (a) the organisation of formal vocational training courses ;
- (b) staffing and financing vocational training schools, etc.
- (c) providing school and training equipment.

Subject to the laws and regulations governing vocational training, each Ministry under whose authority vocational training establishments are in operation is responsible for the standard of training and for seeing that adequate courses are provided, both as regards subjects taught, teaching methods and general organisation.

Each Ministry must likewise, within its own sphere of activity, estimate its own vocational training requirements and organise training to cover the replacements required among the economically active sector of the population. In all these matters, the ministry concerned must collaborate with the Ministry of Education.

The ordinance also contains detailed provisions concerning the competence and responsibilities of local authorities. The workers' education section run by each local authority is responsible for inspecting the vocational training centres in the area, drawing up teaching programmes for local trades and implementing the standard programmes drawn up by the central authorities. The local section must also help to develop and co-ordinate local vocational training methods within the framework of the vocational training system for the whole country. It must maintain the same standards for trade examinations as those for the rest of the country and co-ordinate and direct the work of the trade sections of the district councils in all matters concerning vocational training.

The ordinance also defines the responsibilities of the various groups of state-run undertakings and the trade sections of the district councils, as well as those of the workers' education sections attached to the district councils.

EMPLOYMENT AND UNEMPLOYMENT IN NORWAY IN 1957 AND EARLY 1958

Statistics concerning employment and unemployment in 1957 and early 1958 have recently become available.¹

Employment in 1957.

As in preceding years, employment was at a high level in Norway in 1957. Unemployment was again limited to a small amount of frictional and seasonal unemployment of short duration, although the monthly average of unemployed persons was 800 higher than the year before. At the end of the year unemployment increased considerably more than in the previous year and was 5,740 above the level of December 1956.

During the whole of 1957, except for April, total employment was at a higher level than in the foregoing year. By 30 June 1957 it reached 1,045,700 as compared with 1,031,800 the year before, and by 31 December 1957 it stood at 1,013,260 as compared with 1,002,200 on 31 December 1956.²

Employment in 1958.

The beginning of 1958 marked a significant reversal of this trend, with employment dropping on the average by 4,000 as compared with the previous year.

Approximately half of this decline affected women's employment. The decline was particularly marked in industry where it amounted on the average to 6,500, of whom 3,700 were women. The textiles and clothing industries were the hardest hit. There was also a relatively important employment decline in sawmills, the furniture industry, and the oil and fat industry. A number of other industries (including shipyards, the metal trades, the iron and steel industry and the wood-working industry³) registered relatively small decreases or increases which were smaller than in the past.

In the building industry the level of employment was somewhat lower in the first half of 1958 than in 1957, except in January and June when there was a small increase. In construction too, monthly totals showed a decrease from the corresponding months in the previous year, except for March and April when the large-scale organisation of special works for the unemployed boosted the employment figures.

In the wholesale and retail trade employment increased much less than in the foregoing year, while the increase in public and private services was more important.

Although the declining trend affected a large section of the economy two significant factors contributing to increased unemployment during the first part of the year were the unfavourable herring fishing season and the severe winter weather. Later on, on the other hand, the decrease in industrial employment—notably in the textiles and clothing industry—was mainly responsible for the worsening of the situation.

¹ Arbeidsdirektoratet: *Årsberetning 1957 fra Arbeidsdirektoratet og Fylkesarbeidsnemndene* (Oslo, 1958). For previous notes on the employment situation in Norway see *Industry and Labour*, Vol. XIX, No. 9, 1 May 1958, p. 360; and Vol. XX, No. 5, 1 Sep. 1958, p. 180.

² See "Rapport om utviklingen på arbeidsmarkedet—i 1. halv år 1957" in *Arbeidsmarkedet*, No. 7, 1957, p. 280.

³ See "Halvårsrapport om utviklingen i sysselsetting og arbeidsløshet" in *ibid.*, No. 7, 1958, pp. 296-326.

The accompanying table gives an account of the changes in employment for the period 30 June 1957 to 30 June 1958. It shows a decrease in total employment of 8,500, affecting 3,400 men and 5,100 women.

CHANGES IN THE EMPLOYMENT SITUATION BETWEEN 1957 AND 1958
(Position on 30 June)

Sector	June 1958	Change from June 1957
Agriculture	32,109	-2,500
Forestry	24,027	-2,100
Fishery	9,113	+2,000
Catching of sea animals	559	-200
Mining and quarrying	9,168	-600
Manufacturing	329,746	-10,600
Building	62,302	+600
Civil engineering	38,842	-100
Electricity, gas and water supplies	12,061	-100
Wholesale and retail trade	128,239	+600
Finance and real estate	21,945	+900
Seafaring	61,411	+600
Other transport, communications	72,121	-300
Government offices	37,015	+500
Defence forces	24,368	+200
Other services	174,207	+2,600
Total	1,037,233	—
Total employment decrease	—	-8,500

Source : *Arbeidsmarkedet*, No. 6, 1958, p. 260.

Unemployment.

Registered unemployment was higher in winter 1957-58 than in previous winters since the Second World War. It was highest at the end of January, when about 39,000 persons (2.6 per cent. of the total labour force) had no work. On the other hand, unemployment fell more than in previous years during the spring and had come down to 9,300 at the end of June 1958. This level was still higher by 5,000 than at the same time in 1957. Registered unemployment in the summer of 1958 must be regarded as frictional unemployment of very limited scope. It involved 7,790 persons at the end of July 1958.

Duration of Unemployment.

A special survey showed that 62 per cent. of the unemployed at the end of April had been without work for less than two months. The average duration of unemployment was 59 days, an increase of 20 days as compared with the returns for January.

Special Measures to Reduce Unemployment.

The Government set aside 24 million crowns for the organisation of work for the unemployed during winter 1957-58. This amount comprised 3 million crowns to be used for municipal building and construction work and 21 million for government projects. In addition to other funds made available for such work from the Government's road-construction budget, a special amount was also approved to cover increased expenditure connected with the execution of regular municipal building and construction work during the winter season.

The organisation of special work for the unemployed was mainly undertaken in March and April. At the end of these months respectively 6,200 and 5,700 men were being employed in this manner.

Disabled Persons.

In the course of the first half of 1958, 878 disabled persons who had registered with the employment offices received employment, as compared with 958 in the corresponding period in 1957. The decrease was caused in the first place by the general employment situation, which had worsened, but apparently also to some extent to the lack of sufficient staff to handle the increased numbers of work applicants.

A SUPERVISORS' TRAINING CENTRE IN SWEDEN

The Swedish Employers' Confederation recently inaugurated a supervisors' training centre at Skogshem, near Stockholm, which will be the centre for all the supervisory training activities of the Confederation.¹

In 1931 Swedish industry founded its own institute for training supervisory staff. Since its inception this institute has been running courses for supervisors, middle management and specialised staff in various subjects, including supervision, labour legislation and its application in practical industrial work, works organisation and management and industrial safety and health. These activities were taken over in 1955 by the Confederation of Swedish Employers. At the same time work was begun on building a college where residential courses could be held and in which all activities in this field could be concentrated.

The college has now been inaugurated and consists of a number of buildings containing classrooms, workshops for experiments and practical exercises in various supervisory and managerial tasks, rooms for discussion sessions, a restaurant, and a few buildings in which the participants taking the course are given accommodation. It is situated in a forest area near the sea in the Stockholm archipelago, and offers good opportunities for sports and other outdoor activities between the educational sessions. The accommodation is sufficient to enable two courses, with about 30 participants each, to be run simultaneously.

REHABILITATION OF THE BLIND IN THE UNITED ARAB REPUBLIC

A MODEL INSTITUTION IN THE SYRIAN REGION

Act No. 144 of 4 September 1958, applying to the Syrian Region of the United Arab Republic, provides for the establishment of a model institution for the rehabilitation of the blind and their integration into the economic and social life of the nation.²

The Act is the result of recommendations on training and rehabilitation of the blind made by a United Nations expert who visited Syria in 1955.

¹ Svenska Arbetsgivareföreningen : *Arbetsgivaren* (Stockholm), Vol. 6, No. 21, 14 Nov. 1958. A note on the status of supervisory staff in the "Nordic Countries" appeared in *Industry and Labour*, Vol. XXI, No. 2, 15 Jan. 1959, p. 60.

² Communication from the I.L.O. Correspondent in the Syrian Region of the United Arab Republic.

Functions and Status of the Institution.

The institution, which will be at Damascus, will come under the Ministry of Social Affairs and Labour and will have the following general programme :

(a) to give formal and practical training to blind persons of all ages and train them for occupations to make them self-supporting ;

(b) to look after blind people's welfare and provide teaching and rehabilitation for them in their own homes ;

(c) to undertake studies and research in the field of protection and rehabilitation ;

(d) to train civil servants and other persons working in the field of welfare, education and rehabilitation.

The staff of the institution will have the status of civil servants and be subject to the civil service staff rules.

Supervisory Committee.

The institution is supervised by a committee composed of one representative each from the Ministry of Social Affairs and Labour, the Ministry of Education and the Ministry for Charitable and Welfare Institutions ; a doctor representing the Ministry of Health ; a representative of the various associations for welfare of the blind ; and a person representing the blind, nominated by the Ministry of Social Affairs and Labour.

Finance ; Miscellaneous Provisions.

The costs of establishing and running the institution will be paid out of the budget of the Ministry of Social Affairs and Labour ; its financial administration will be controlled by the Treasury.

All publications printed in braille are free from tax and postal charges.

All materials and equipment imported for use by the blind are exempt from customs duty. Only persons whose vision does not exceed one-tenth normal and who possess a card issued by the Ministry of Social Affairs and Labour will in future be allowed to carry a white stick.

Any infringement of the above provisions will be punishable by a fine of £10 to £50 (Syrian), to be doubled in the case of a repeated offence.

MIGRATION

INTERGOVERNMENTAL COMMITTEE FOR EUROPEAN MIGRATION

NINTH SESSION OF THE COUNCIL

The Council of the Intergovernmental Committee for European Migration (I.C.E.M.) held its Ninth Session in Geneva from 13 to 19 November 1958.¹

Membership.

The Council approved the admission of the Government of the Republic of Panama to membership in the Committee.

¹ For an account of the Eighth Session of the Council see *Industry and Labour*, Vol. XX, No. 7, 1 Oct. 1958, pp. 264-268.

Refugees of European Origin in the Far East.

The Council considered a report submitted by the Director concerning the movement of refugees of European origin from the Far East.¹

The report stated that, as authorised by the Council at its Eighth Session, the Director, in conjunction with the United Nations High Commissioner for Refugees, had addressed to governments on 30 May 1958 an appeal for special contributions to permit the continuation of the movement.

Between 1 January and 31 October 1958, \$962,000 had been pledged or contributed, bringing the total amount available for the movement in 1958 to \$1,164,000. During the same period, the Committee had moved 1,621 refugees from the Far East, at a total cost of \$749,000. There thus remained an amount of \$415,000, which would suffice for the movement of 700 refugees, and it was hoped that additional contributions, sufficient to permit the movement of a further 200, would be received by the end of 1958. In that event, there would remain 9,300 refugees to be moved from the Far East. The Director and the United Nations High Commissioner for Refugees urged the Council to take action which would make it possible to complete the movement as rapidly as possible. The refugees' standard of living was steadily deteriorating and the resultant sickness and malnutrition was reducing the number of those who were employable. In consequence, delay in solving this problem would render its solution more expensive, since there would be a gradual increase in the number of "difficult cases" among the refugees. The Director therefore submitted to the Council proposals for the movement from the Far East, over a period of three years (1959-61), of the 9,300 refugees mentioned above, at a total cost of \$4.62 million to be made up of voluntary contributions from governments. He pointed out, however, that the movement could be completed in less than three years if the necessary funds and visas were made available.

There was some discussion on this question, during which several delegates stated that their respective governments were considering the possibility of making further contributions toward the cost of moving European refugees from the Far East. The Council expressed the view that it was of the highest importance that additional resources should be made available to ensure the movement of the remaining 9,300 refugees. It accordingly authorised the Director to appeal urgently to governments, after consultation with the United Nations High Commissioner for Refugees, for special contributions to finance their transport. The Council further confirmed the instructions it had given to the Director at its Seventh and Eighth Sessions, namely to ensure, in collaboration with the United Nations High Commissioner for Refugees, the continuation of the operations in progress in so far as their cost was covered by contributions made specifically for that purpose.

Work of the Committee in 1958.

The Director had submitted to the Council a report on the work of the Committee during the period 1 January to 31 August 1958.² The information contained in this report was supplemented by the Director in a verbal statement. The Council was thus informed that during the period 1 January to 31 October 1958 the Committee had helped to move 73,047 persons, 64,605 under the normal programme and 8,442 under special refugee programmes. This represented a considerable decline in movements as compared with the corresponding period of 1957, when 171,704 persons had been moved under the Committee's auspices, 107,531 under the normal programme and 64,173 under special refugee programmes. The report gave the following reasons for this decline: some overseas immigration countries required a period of pause to assimilate the exceptionally large number of immigrants

¹ I.C.E.M.: *Report on the Movement of Refugees of European Origin from the Far East*, doc. MC/313, 11 Nov. 1958 (Geneva, mimeographed).

² Ibid.: *Report on Progress up to 31 August 1958*, doc. MC/312, 22 Sep. 1958 (Geneva, mimeographed).

they had received in 1957 ; movement to the United States under the Refugee Relief Act ¹ had been completed during the first half of 1957 and movements under Public Law 85-316 ² had been small ; political changes in some Latin American countries had led the countries concerned to reappraise their immigration policies, a process which took time ; the effects of the recession in the United States had been felt in other overseas immigration countries ; there had been a general fall in world prices of primary products which played a vital role in the economies of some immigration countries ; greater opportunities of intra-European migration had decreased the interest of prospective European emigrants in movement to overseas countries.

The Council decided to take note of the report.

At its Eighth Session the Council had approved plans for the movement of 126,660 persons in 1958 at a total cost of \$35 million. However, owing to the circumstances described above, the Director had considered it necessary to review these plans. In the light of this review, he had submitted to the Council a revised plan of operations and a budget and plan of expenditure for 1958 ³ which envisaged the movement of 93,480 persons during that year at a total cost of \$28.7 million. The sum of \$500,000 set aside by the Council at its Eighth Session to cover possible expenditure in 1958 on pilot projects designed to increase the absorptive capacity of immigration countries had been withdrawn from the revised budget since it was no longer expected that any such projects would be put into effect in 1958.

The reduction in the total movement figure for 1958 was reflected in the estimates for movement from various European countries, especially Austria and Italy. Movements from Austria would be reduced from 16,130 to 11,325 and this reduction would affect both the normal programme and the programme for movement of Hungarian refugees. Movements from Italy would be reduced from 33,250 to 23,425. On the other hand, movements from the Netherlands would be increased from 11,315 to 12,525. The total revised movement figure for 1958 would be broken down as follows : migration under the normal programme of the Committee : 83,130 ; movement of Hungarian refugees : 6,250 ; overseas movement from European ports of refugees from the Middle East : 2,095 ; movement of European refugees from the Far East : 1,960 ; and miscellaneous movements : 45.

During the discussion of the revised plan of operations and budget and plan of expenditure for 1958 the Austrian delegate expressed disappointment at the reduction in the estimates for movement from his country. He pointed out that there were still some 15,500 Hungarian refugees in Austria ; there were also 4,300 Yugoslav refugees. About 5,200 of the former and nearly all of the latter wished to emigrate.

The Council approved the revised plan of operations and budget and plan of expenditure.

Work of Other Intergovernmental Organisations in 1958.

The Director had submitted to the Council, for its information, a report on the activities of various international and regional intergovernmental organisations in the manpower and social fields during the period April-August 1958.⁴ This document contained a number of references to the report on the world employment situation submitted by the Director-General of the International Labour Office to the 139th Session of the I.L.O. Governing Body (May-June 1958).⁵ It also reproduced the text of the resolutions

¹ *Industry and Labour*, Vol. X, No. 8, 15 Oct. 1953, Migration Supplement, pp. 58-61 ; and Vol. XIII, No. 3, 1 Feb. 1955, pp. 125-126.

² *Ibid.*, Vol. XIX, No. 2, 15 Jan. 1958, pp. 63-66.

³ I.C.E.M.: *Plan of Operations and Budget and Plan of Expenditure for 1958 : Third Revision*, doc. MC/318, 1 Nov. 1958 (Geneva, mimeographed).

⁴ *Ibid.*, *Activities of International and Intergovernmental Organisations in the Manpower and Social Fields (April-August 1958)*, doc. MC/311 and Corr. 1 and 2, 17 and 25 Sep. and 3 Nov. 1958 (Geneva, mimeographed).

⁵ *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, pp. 86-87.

adopted by the 42nd Session of the International Labour Conference (June 1958) with respect to (a) measures to promote employment and action against unemployment and (b) manpower aspects of economic development.¹

In a statement which he made to the Council at the invitation of the Chairman, the representative of the I.L.O. said that the two above-mentioned resolutions were designed to encourage the development or strengthening of national manpower services which played a vital role in economic development and in facilitating migration. He pointed out that the 140th Session of the I.L.O. Governing Body, which would be meeting concurrently with the latter part of the Council's session, would be called upon to consider a revised version of the Director-General's report on the world employment situation and to decide what action should be taken on these two resolutions.² He then referred briefly to a number of I.L.O. regional and national projects which would serve to further the objectives of I.C.E.M.

The Director informed the Council that consideration was being given, in co-operation with the I.L.O., to the sending of a survey team to Latin America to study the possibility of establishing vocational training centres there for immigrants.

After some delegates had expressed appreciation of the report submitted by the Director and satisfaction at the close co-operation between I.C.E.M. and the I.L.O., the Council decided to take note of the report.

Future Activities.

In a verbal statement to the Council, the Director recalled that, some days previously, he had submitted to all Member governments suggestions concerning the future activities of the Committee. This matter had since been discussed by the Executive Committee and, in the light of that discussion, he wished to present some ideas for consideration by the Council.

The Director drew attention to the need for directives concerning the nature, extent and speed of necessary changes in the Committee's activities. The Committee had already shown its ability to achieve the first aim laid down in its Constitution, namely the making of arrangements for the transport of migrants. However, more should be done toward the achievement of the second aim, which was to increase the volume of emigration from Europe through the provision of migration services. In this connection, close attention should be paid to the qualifications of the migrants moved, as well as to their numbers. The aim of the pilot projects which had been submitted for the consideration of the Council was, indeed, to demonstrate ways in which the Committee could help to improve migrants' qualifications and thus ensure their rapid integration into the receiving community. It was to be hoped that the Council would subsequently approve pilot projects relating to other migration services. If that were so, the Committee's activities would be developed in such a way as to enable it to advise governments on their migration programmes and on the measures required to achieve or maintain the level of migration which they desired. This, in turn, would involve changes in the system of financing.

The Director considered that he should continue his consultations with Member governments concerning the matters to which he had referred and that, on the basis of comments and suggestions received from them, he should submit to the Council, at its next session, further general ideas as a basis for future guidance. The Council might then wish to appoint a working group to consider these matters with a view to the presentation of a detailed report to the Council at its session to be held in the autumn of 1959.

The statement of the Director gave rise to a very long discussion concerning the future activities and status of the Committee. The following views emerged from this discussion : while the importance of the Committee's function of transporting migrants had not diminished, it should henceforth

¹ *Industry and Labour*, Vol. XX, Nos. 1-2, 1 and 15 July 1958, pp. 43-44 and 50-51.

² *Ibid.*, Vol. XXI, No. 1, 1 Jan. 1959, pp. 8-9.

devote more attention to the improvement of migrants' qualifications and of arrangements for their reception and placement; by so doing, while continuing to provide transport where necessary, the Committee would be effecting or promoting a total migratory movement of benefit to European countries still affected by population pressure and to overseas countries needing skilled immigrants who could contribute to their economic progress; the Committee should also advise governments on their migration programmes and assist them to achieve or maintain the level of migration which they desired; it would be necessary to obtain from governments sufficient funds for the migration services programme and to ensure the satisfactory financing of the transport programme by contributions from governments and/or migrants.

In the light of the discussion, the Council decided to approve the Director's suggestion that he continue his consultations with Member governments and submit further general ideas to the Council at its next session.

Pilot Projects.

As requested by the Council at its Eighth Session, the Director had studied further, in consultation with governments, the four pilot projects which had been submitted to that session. These projects, which were designed to increase the absorptive capacity of immigration countries, were as follows: (a) a study of migration to Latin America; (b) an international centre for the vocational training of migrants; (c) a nursery farm training settlement; and (d) a training course for immigration and placement officers. In the light of the above-mentioned consultation and further study of the projects, the Director had prepared a report for consideration by the Council.¹

The report pointed out that, in view of the opinions expressed at the Eighth Session of the Council concerning the project for a study of migration to Latin America, the proposal to carry out that project had been withdrawn. The purpose which the project had been intended to serve would be achieved, in so far as funds permitted, by research and by the carrying out of survey missions in Latin America, in co-operation with other international agencies. Discussions were taking place with the Government of Argentina concerning the project for the establishment of a nursery farm training settlement; that project was consequently not yet ready for adoption. On the other hand, it was recommended that the Council approve the projects relating to an international centre for the vocational training of migrants and to a training course for immigration and placement officers and that these projects be included in the plan of operations and plan of expenditure for 1959.

The report stated that the project for the establishment of an international vocational training centre had been drawn up in co-operation with the Italian Government, which was prepared to make available premises at Cattolica and equipment for the centre, and with I.L.O. experts who had advised the Italian Government on the choice of premises, training methods and other technical matters. The centre would have the capacity to train 720 workers each year, 370 for emigration to European countries and 350 for emigration to overseas countries. The Committee's financial participation would be limited to the section of the project which related to training for emigration overseas. It was expected that, for the first two years, the I.L.O. would be able to provide experts to organise and supervise the training.

The project for a training course for immigration and placement officers would be carried out in Canada, and the Canadian Government was prepared to provide the necessary facilities and instructors free of charge. The course would last eight months and would provide for the training of ten officers, four from immigration countries, four from emigration countries and two from the staff of the Committee.

¹ I.C.E.M.: *Pilot Projects to Increase the Absorptive Capacity of Immigration Countries*, doc. MC/317, 10 Nov. 1958 (Geneva, mimeographed).

After some discussion, the Council approved the projects relating to the establishment of an international vocational training centre and the carrying out of a training course for immigration and placement officers. It also took note of the interim report on the project for the establishment of a nursery farm training settlement.

Programme for 1959.

The Director had submitted to the Council a plan of operations and budget and plan of expenditure for 1959¹ which envisaged the movement of 124,800 persons during the year as well as action in respect of migration services. The cost of the 1959 programme was estimated at \$36.1 million.

The Council approved the proposed plan of operations and budget and plan of expenditure.

Election of the Executive Committee.

In accordance with the terms of the Committee's Constitution, the Council elected a new Executive Committee composed of representatives of the following Member governments: Argentina, Australia, Brazil, Canada, the Federal Republic of Germany, Italy, the Netherlands, Sweden and the United States.

Place and Date of the Tenth Session.

The Council decided to hold its Tenth Session in Geneva on or about 7 April 1959.

CONDITIONS OF WORK

CONDITIONS OF WORK IN THE CANADIAN MANUFACTURING INDUSTRY IN 1958

According to the 1958 annual survey of working conditions, carried out by the Canadian Department of Labour, there was a further increase in the proportion of employees in the manufacturing industry working a standard week of 40 hours or less.²

There were again some improvements for workers in the provisions concerning vacations-with-pay and paid statutory holidays.

Plant Workers.

Standard work week. The proportion of plant workers in 1958 in plants operating a standard week of 40 hours was just over 70 per cent. (as compared with 66 per cent. in 1957). In the 1954 survey, for instance, only about one-half of the plant workers were on a 40-hour week. For the remaining 30 per cent. of the plant workers in 1958 various work weeks applied, up to 48 hours (this applied to about 3 per cent. of the total number of workers).

¹ I.C.E.M.: *Proposed Plan of Operations and Budget and Plan of Expenditure for 1959*, doc. MC/319 and Rev. 1 and Add. 1, 14 Nov. and 4 Dec. 1958 (Geneva, mimeographed).

² Ministry of Labour: *Labour Gazette* (Ottawa), Vol. LVIII, No. 9, Sep. 1958, pp. 1049 to 1051. For a note on hours of work in 1957 see *Industry and Labour*, Vol. XX, No. 5, 1 Sep. 1958, p. 193; for 1956 see *ibid.*, Vol. XVII, No. 7, 1 Apr. 1957, p. 285.

Paid vacations. Changes in paid vacation provisions for plant workers included a reduction in the length of service required for entitlement to two weeks' paid annual vacation; the length of service required has now been reduced to one year or, in certain cases, even less. The proportion of workers in plants where these reductions applied rose from 18 per cent. in 1957 to 23 per cent. in 1958. Other plant workers, 72 per cent. of the total surveyed, qualified for two weeks' vacation after two or more years' service. In provisions for three-week vacations the service requirement was generally still 15 years, but the proportion of plant workers benefiting from this provision rose from some 68 per cent. (in 1957) to nearly 73 per cent. (in 1958). Provisions for a four-week vacation, mainly after 25 years of service, applied for nearly 16 per cent. in 1958 compared with over 12 per cent. in 1957.

Paid statutory holidays. The number of paid statutory public holidays enjoyed by plant workers also increased. The majority now have eight or more paid public holidays a year: this was the case with nearly 70 per cent. of plant workers in 1958, as compared with 67 per cent. in 1957. In 1954, for instance, only 52 per cent. of plant workers had as many paid public holidays in the year.

Office Workers.

Standard work week. As in recent years, there was again an increase in the number of office workers in manufacturing who were on a standard work week of less than 37½ hours (some worked 35 or—a small minority—even less hours a week). The proportion who worked less than 37½ hours was about 26 per cent. in 1958 (as compared with 23 per cent. in 1957). The proportion on a 37½ hour week remained at about 41 per cent.

Paid vacations and statutory holidays. The most important change for office workers was in three-week vacation provisions. The proportion in plants in which three weeks were granted after various periods of service rose from about 76 per cent. in 1957 to over 82 per cent. by 1958. In the matter of length-of-service requirements, there was an increase in the number qualifying for the three weeks after less than 15 years of service (from 17 per cent. in 1957 to 25 per cent. by 1958). Twenty per cent. of the office workers were entitled to a four-week vacation, mainly given after 25 years' service. Only 16 per cent. were entitled in 1957.

As regards paid statutory public holidays, the main change was that more office workers were in plants which granted them nine or more holidays a year, the increase being from 25 per cent. in 1957 to 27 per cent. in 1958.

WAGE POLICY IN CHILE

In a speech delivered in 1958 shortly after taking office and in the course of an interview the President of the Republic of Chile spoke of the country's wage policy.¹

The President's Address.

He said in the course of his speech that it was indispensable to strive for the prosperity of the individual undertaking, this being the only way to increase production and reduce consumers' costs thus improving the living conditions of the workers in the undertaking concerned. It was therefore the Government's intention to satisfy the workers' rightful demands without losing sight of the country's economic situation and real output capacity, on which general prosperity was dependent. The struggle for

¹ Communication from the I.L.O. Correspondent in Chile.

economic recovery would impose sacrifices on every sector of the community, on capital and on labour. These sacrifices should be shared equally and those who had suffered the most from the recent economic disorganisation would not be forgotten.

Interview with Trade Union Leaders.

In an interview with leaders of the Central Trade Union the President said, among other things, that the solution of the country's economic and social problems was not to be found in a redistribution of the national revenue but in increasing the volume of capital to step up the output of consumer goods and raise standards of living. A readjustment of the wage scale was imperative, but this in itself would not be sufficient to improve the workers' standard of living. Any rise in wages that was not accompanied by higher productivity would be felt in costs and lead to an increase in prices. The aim of any readjustment should not be a general rise in wages, but a raising of those that remained exceptionally low on account of the disorganisation prevailing when previous increases had taken place.

The comprehensive economic measures envisaged by the Government, he said, could not fail to affect prices of essential goods, and to offset this a single standard bonus would be paid to all wage earners and salaried employees. This wage policy ought to result in increased purchasing power among the working classes, especially among those groups which were least well-off.

LENGTH-OF-SERVICE BONUSES IN THE SPANISH CHEMICAL INDUSTRY

An order dated 30 October 1958¹, amending articles 43 and 45 of the National Labour Regulations of 26 February 1946, has made some changes in the rules concerning profit-sharing and length-of-service bonuses in the Spanish chemical industry and conferred on temporary and seasonal workers the right to these bonuses.

Article 43, as amended, provides for the grant of periodic length-of-service bonuses. Each bonus amounts to 5 per cent. of the basic wage (or the amount earned by piece-work, as the case may be) and one bonus is given at the end of each of the first two three-year periods spent in the same undertaking. A bonus of 10 per cent. of the basic wage is given at the end of each of the next four periods of five years' service. Every day in respect of which a worker has been remunerated (including periods spent on military service or in any public office or political or trade union activity) counts towards length of service. A worker does not lose his accumulated length-of-service rights if he changes his job category within the same undertaking, but the bonus for the years spent in the undertaking before the change in category cannot be credited at more than 50 per cent. of the basic wage for the new category to which he belongs.

Seasonal and temporary workers are now also entitled to a share in profits; an extra sum equal to 8.33 per cent. of the total wages received by such workers during each period when they are under contract is shared among them.

¹ *Boletín Oficial del Estado*, 23rd Year, No. 266, 6 Nov. 1958, p. 9602.

SOCIAL SECURITY

REGULATIONS OF THE COUNCIL OF THE EUROPEAN ECONOMIC COMMUNITY CONCERNING SOCIAL SECURITY FOR MIGRANT WORKERS

Regulations (Nos. 3 and 4), with annexes, concerning the social security of migrant workers were recently published by the European Economic Community.¹

Regulations No. 3 repeat, with certain adaptations and modifications, the provisions of the European Convention concerning social security for migrant workers² signed in Rome on 9 December 1957 by the member States of the European Coal and Steel Community. The Convention, although drawn up before the Treaty³ establishing the European Economic Community came into effect, answered the purpose of Article 51 of the Treaty, which deals with the social protection of migrant workers and the Community's obligation to provide adequate social security arrangements with a view to the gradual institution of the free international movement of workers.

Regulations No. 4, drawn up with the assistance of the International Labour Office, which had already collaborated in the drafting of the Convention, lay down rules for the application of Regulations No. 3. They take the place of the administrative arrangements which were to have been adopted for the application of the Convention. They complete Regulations No. 3 on such points as calculation of invalidity and old-age pensions; unjustified plurality of allowances; and optional invalidity, old-age and survivors' insurance. They actually amend article 56 of Regulations No. 3 by fixing 1 January 1959 instead of 1 October 1958 as the date of coming into operation of the regulations. This change was due to the amount of preparatory work entailed. However, articles 43 and 44 of Regulations No. 3, which provide for the establishment of a special commission for administering the social security regulations, came into force three days after publication of the regulations in the official gazette of the Community, and the commission sat for the first time on 19 December 1958. Otherwise both regulations came into force on 1 January 1959.

RECENT CHANGES IN THE FRENCH SOCIAL SECURITY SCHEME

A number of changes, most of which came into force on 1 January 1959, have been made in the French Social Security Code (Decree No. 56-1279 dated 10 December 1956)⁴ affecting contributions, benefits, the financial structure, penalties for non-payment of contributions and claims.

¹ *Journal officiel des Communautés européennes* (Luxembourg), 1st Year, No. 30, 16 Dec. 1958, p. 561.

² See *Industry and Labour*, Vol. XVIII, No. 8, 15 Oct. 1957, p. 314; Vol. XIX, No. 4, 15 Feb. 1958, p. 136.

³ *Ibid.*, Vol. XVIII, No. 5, 1 Sep. 1957, p. 175.

⁴ *Journal officiel de la République française*, 88th Year, No. 294, 18 Dec. 1956, p. 12140 (also in brochure form). See *Industry and Labour*, Vol. XVII, No. 7, 1 Apr. 1957, p. 288. The Code has since been still further amended by recent legislation not covered in this note.

General Provisions.

Section 20 of the ordinance promulgating the Finance Act (No. 58-1374 dated 30 December 1958)¹ empowers the Government, without obtaining the views of the bodies it has hitherto been required to consult, to make an annual revision of the basic assessable wage under the family allowances scheme; to increase the income of the social security scheme by raising the ceiling on contributions; to vary the share of the cost borne by persons covered by the social insurance scheme; to reduce the number of proprietary medicines covered; to lay down a fixed scale of fees and radiology expenses; to make it compulsory for social security funds and practitioners' associations in agreeing schedules of charges to include certain clauses forming part of a model agreement; to co-ordinate the work of the various social security agencies in order to keep a closer check on contributions and benefits and to place the general, agricultural and special social security schemes on a sounder footing.

Contributions.

Under Decree No. 58-1436 dated 31 December 1958², the maximum assessable income for the calculation of social insurance and employment injury contributions is raised from 600,000 to 660,000 francs a year. This also applies to the assessment of contributions under the agricultural social insurance scheme (Decree No. 58-1434 dated 31 December 1958).³

Section 10 of Ordinance No. 58-1374 raises the social insurance contribution from 16 per cent. of wages to 18.5 per cent. (subject to the maximum indicated in the previous paragraph) by increasing the employer's share from 10 per cent. to 12.5 per cent. In the départements of Haut-Rhin, Bas-Rhin and Moselle, this contribution is increased from 17 to 19.5 per cent. (Decree No. 58-1437 dated 31 December 1958)⁴ following an increase in the employer's share from 10 to 12.5 per cent.

Contributions to the civil servants' social security scheme have also been raised from 5 to 6 per cent. (Decree No. 58-1438 dated 31 December 1958)⁵ following an increase in the State's share from 2.5 to 3.5 per cent. The same changes apply to local government employees and state-employed wage earners (Decree No. 58-1439 and order dated 31 December 1958)⁶ and to members of the armed forces (Decree No. 58-1457 dated 31 December 1958).⁷ For merchant seamen the rate of contribution to the retirement pension scheme has been increased from 16 to 18.75 per cent. under Ordinance No. 58-1383 dated 31 December 1958⁸, which increases the employer's share from 9.25 to 11.25 per cent. and the worker's share from 6.75 to 7.50 per cent. Under an order dated 31 December 1958⁹ the social insurance contribution payable by voluntarily insured persons has been increased from 16 to 18.5 per cent. of the average annual basic wage for general coverage under the scheme, from 6 to 8.5 per cent. in respect of sickness, maternity and death, from 4 to 5.5 per cent. in the case of insured persons living outside metropolitan France who are affiliated on behalf of members of their family living in France in respect of sickness and maternity, and from 7 to 9.5 per cent. in respect of sickness, maternity, death and invalidity.

On the other hand section 11 of Ordinance No. 58-1374 lowers the family allowance contribution rate from 16.75 to 12 per cent., while section 9 stipulates that these contributions will henceforth be levied on aggregate income or earnings.

¹ *Journal officiel*, 90th Year, No. 307, 31 Dec. 1958, p. 12073.

² *Ibid.*, 91st Year, No. 2, 2 and 3 Jan. 1959, p. 221.

³ *Ibid.*, p. 220.

⁴ *Ibid.*, p. 221.

⁵ *Ibid.*, p. 222.

⁶ *Ibid.*, No. 3, 4 Jan. 1959, p. 259.

⁷ *Ibid.*, No. 1, 1 Jan. 1959, p. 4.

⁸ *Ibid.*, p. 119.

Lastly, section 17 of the same ordinance levies a new contribution on assessable income under the agricultural social insurance scheme in the case of any farmer who employs wage-earning labour for more than 600 man-days a year. A decree giving details will be issued after consultation between the Minister of Agriculture and the Minister of Finance and Economic Affairs.

Benefits.

Medical care. Under sections 4 to 6 and 8 of Ordinance No. 58-1374, refunds of the cost of medicines, analyses, laboratory tests and pharmaceutical products are only payable in respect of that part of the proportion guaranteed by the funds which exceeds of 3,000 francs per insured person per calendar half year.¹ The share payable by the insured person is reduced to 10 per cent. in the case of certain proprietary medicines, including antibiotics, but under an order dated 31 December 1958², this share is increased to 30 per cent. in the case of all other proprietary medicines. In addition, Decree No. 59-140 dated 7 January 1959³ abolishes the 20 per cent. which manufacturers of proprietary medicines were allowed to charge over the cost price of the ingredients they contained (this rule was laid down in the Act of 18 August 1948), with the result that refunds are no longer payable in respect of proprietary medicines whose sale price exceeds the total value of their constituent ingredients (reckoned according to a national schedule of pharmaceutical prices); but the minimum prices laid down in the schedule are not taken into account if a proprietary medicine contains more than five constituent ingredients.

Unless an exception is specifically allowed by joint order of the Minister of Labour (or of Agriculture where applicable) and the Minister of Finance and Economic Affairs, an insured person's share in the fees and incidental charges payable to medical practitioners and auxiliaries in respect of treatment of any kind and in the event of maternity is increased from 20 to 40 per cent. in all cases where the scale of refunds laid down in the agreement concluded between the practitioners' associations and the social security funds is higher than that prescribed in a decree issued after consultation between the Minister of Labour (or of Agriculture where applicable) and the Minister of Finance and Economic Affairs. Nevertheless the sums refunded to an insured person may not as a result be less than 80 per cent. of the scale laid down in the decree.

These maximum charges have been fixed as follows (Decree No. 58-1428 and Decree No. 58-1436, both dated 31 December 1958⁴) :

Consultation	600 francs
Visit	700 „
Minor surgery	360 „
Surgery	360 „

In addition an order dated 31 December 1958⁵ has instituted a new item: the liability of funds for electro-radiology and physiotherapy fees and expenses; the maximum charge under this heading is 160 francs. This sum is increased by 25 per cent. under an order dated 31 December 1958 in the case of employment injuries.⁶

In future no expenses of any kind connected with thermal or climatic cures will be borne by the sickness insurance scheme.

¹ For details of the agricultural insurance scheme see *Journal officiel*, 90th Year, No. 7, 9 Jan. 1959, p. 662.

² *Ibid.*, 91st Year, No. 6, 8 Jan. 1959, p. 599.

³ *Ibid.*, No. 7, 9 Jan. 1959, p. 665.

⁴ *Ibid.*, 91st Year, No. 1, 1 Jan. 1959, p. 117; and No. 2, 2 and 3 Jan. 1959, p. 220.

⁵ *Ibid.*, No. 1, 1 Jan. 1959, p. 118.

⁶ *Ibid.*, No. 3, 4 Jan. 1959, p. 262.

Similar changes have been made in the merchant seamen's insurance scheme under Decree No. 59-158 dated 7 January 1959.¹

Family allowances. Under sections 13 to 15, 20 and 69 of Ordinance No. 58-1374, the last three antenatal monthly allowances have been cut from 25 to 12.5 per cent. of the assessable wage for family allowance purposes. A maternity allowance is no longer payable in respect of a birth unless it occurs within three years of the previous birth. The single income allowance payable for an only child between the ages of five and ten who is not supported either by a recipient living alone, or for a recipient whose sick or disabled spouse cannot afford to support him, has been abolished. However, persons in receipt of this allowance on 31 December 1958 will continue to draw the housing allowance in the same way as before, as long as they fulfil the conditions in force before 1 January 1959 for entitlement to this single income allowance. In addition, single income or non-working mother allowances are now subject to progressive income tax in the same way as pensions and annuities.

Merchant seamen's retirement pensions. Under Ordinance No. 58-1383 certain changes have also been made in the merchant seamen's retirement pension scheme. They mainly affect the length of the reference period used to calculate proportional or special long service pensions. This period now covers the last three years instead of the last year of service preceding the payment of the pension, and it is forbidden to combine a long service or proportional pension with certain types of employment.

Supplementary allowances under the National Solidarity Fund. Under section 19 of Ordinance No. 58-1374 an extra 5,200 francs a year is payable to recipients of the supplementary allowance without affecting the maximum income levels allowed by the National Solidarity Fund Act², the different social security schemes or the social assistance legislation; nor does it affect the calculation of benefits provided under the supplementary schemes. The supplementary allowance is thus raised from 32,800 to 38,000 francs a year.

Financial Structure ; Penalties for Non-Payment.

Section 12 of the Ordinance No. 58-1374 of 30 December 1958 empowers the National Social Security Fund—contrary to section 182 of the Social Security Code, which states that the income of the general social security scheme may not be diverted to any institution other than that on whose behalf it is received—to transfer part of the surplus of the family allowance fund to the social insurance fund subject to the conditions and restrictions specified in the decree.

Section 19 of the same ordinance requires the general social insurance scheme to finance the cost of supplementary allowances to the elderly out of its own resources. Henceforth the national fund will no longer decide on the allocation of grants out of its own income to branches of the scheme which are running a deficit; these grants will now be fixed in accordance with a procedure laid down by administrative order and in no case may exceed the total liabilities plus 5 per cent.

An order dated 31 December 1958³ lowers from 1 to 0.5 per cent. the levy on contributions under the family allowance scheme for wage earners and their equivalent; this levy is used to meet the cost of the medical and welfare facilities run by the National Social Security Fund.

An Ordinance (No. 59-127) and a Decree (No. 59-139) were issued on 7 January 1959⁴ tightening up the arrangements for the payment of social

¹ *Journal officiel*, 91st Year, No. 8, 10 Jan. 1959, p. 702.

² For information on the Fund see *Industry and Labour*, Vol. XVI, No. 10, 15 Nov. 1956, p. 434; and Vol. XIX, No. 6, 15 Mar. 1958, p. 229.

³ *Journal officiel*, 91st Year, No. 1, 1 Jan. 1959, p. 118.

⁴ *Ibid.*, No. 7, 9 Jan. 1959, pp. 642 and 664.

security contributions. The ordinance repeals on this point the regulations binding employees of the social security schemes to professional secrecy by requiring them to report cases of unpaid contributions to the Bank of France (acting on behalf of the National Credit Council). It also defines the qualifying conditions for homeworkers and managers of limited liability companies. The decree stipulates that contributions which are not paid on time will be increased by 1.5 per cent. for every month or fraction of a month they are overdue (instead of 0.05 per cent. for every day overdue, as was previously the case). Employers of wage-earning staff or the equivalent are henceforth required to make a return to their primary social security fund or collection union showing the total earnings (up to the limit of the assessable wage) of each wage earner or the equivalent employed by them between the first and last day of the previous quarter, together with a return showing all contributions paid. Failure to pay contributions on time to the old-age insurance schemes for non-wage earners will henceforth entail a penalty at the new rate of 1.5 per cent. for every month's or fraction of a month's delay.

Claims.

Ordinance No. 58-1275 dated 22 December 1958¹ (together with Decree No. 58-1291 dated 22 December 1958² issued thereunder) repeals Book II of the Social Security Code with the exception of section 237³; this Book dealt with claims in general under the social security scheme and is now superseded by new provisions. The main change is the replacement of the former regional appeal boards by the Court of Appeal. The same ordinance also rearranges the provisions dealing with technical claims under the social security scheme. A distinctive feature of the new National Technical Board, which is composed of judges from the administrative and the ordinary courts, civil servants, wage earners, employers or self-employed workers, is that it can give a ruling against which there is no appeal on claims arising out of decisions by regional social security funds on such features of the employment injury scheme as the fixing of contribution rates, the granting of rebates, the levying of supplementary contributions and the assessment of the contribution to the cost of the Joint Metropolitan Employment Injury Fund which is payable by employers (other than the State) who either wholly or in part assume direct liability for compensating employment injuries and occupational diseases.

The ordinance dealing with claims under the social security scheme will come into force on 2 March 1959.

CO-OPERATION

CO-OPERATIVE DEVELOPMENTS IN CZECHOSLOVAKIA

Information published by the Czechoslovak Central Co-operative Council indicates progress made in various branches of co-operation and some of the steps that are being taken to promote co-operative activities.⁴

¹ *Journal officiel*, 90th Year, No. 299, 22 and 23 Dec. 1958, p. 11559.

² *Ibid.*, p. 11613.

³ This section states that in the case of employment injuries to workers in non-agricultural occupations, rights acquired before 1 January 1947 are subject to the provisions of the Workmen's Compensation Act of 9 April 1898, as amended.

⁴ Central Co-operative Council: *Czechoslovak Co-op News* (Prague), No. 1, Sep. 1958, and No. 3, Nov. 1958.

Committee of the Central Union of Consumer Co-operatives.

A meeting of the Committee of the Central Union of Consumer Co-operatives was held in Prague on 23 October 1958, the discussions including the general question of the future development of consumer societies, the work of auditing commissions, the control of mobile shops, the opening of more self-service shops, etc.

The Committee recommended that—

(a) changes in management boards of consumer co-operatives should be effected only after consultation with the supervisory board of the co-operative ;

(b) in regard to the question of recruitment of persons for consumer co-operatives, greater use should be made of the experience of older and outstanding co-operators in dealing with rank and file membership ;

(c) more courses, lectures and " cultural " evenings should be organised for members ;

(d) a meeting of the Congress of the Czechoslovak Consumer Co-operatives should be convened in 1959 to assess the achievements of the co-operative movement and plan its future activities.

Considerable discussion also centred around the question of promoting co-operative ideas and the necessity of increasing the circulation of co-operative publications. It is proposed to produce a number of films on the activities of co-operative societies for showing at public cinemas, meetings and other suitable occasions.

Self-Service Stores.

Since the introduction of self-service methods, sales have increased substantially and, in Slovakia alone, over 100 self-service grocery and provision shops were in existence by August 1958.

The experience gained and the results achieved have encouraged consumer co-operatives to plan an expansion of their network of self-service shops, and it is anticipated that their number will have risen to over 600 in 1959 and to 1,000 in 1960. Self-service methods will also be introduced into an increasing number of co-operative restaurants.

This type of shop has also been started in one or two village schools.

Congress of Unified Agricultural Co-operatives.

The Fourth Congress of Unified Agricultural Co-operatives is to be held in March 1959 when proposals for improving the level of agricultural production in Czechoslovakia and the standard of living of farmers and workers will be submitted for discussion.

The Congress will also deal with questions relating to other types of co-operatives, many members of which (as, for instance, in the supervisory boards of consumer societies) are also members of agricultural co-operatives.

Figures furnished by the Central Co-operative Council indicate that there were over 11,000 unified agricultural co-operatives by May 1958.

Production Co-operatives.

Plans for 1959, drawn up by production co-operatives, envisage an increase of 7.7 per cent. in industrial production as compared with the previous year. The greatest expansion will, it is expected, take place in the production of building materials and metals ; the textile, clothing and woodworking sections will remain at approximately their present level.

Trade Agency.

The management board of the Central Co-operative Council has decided to establish a special foreign trade agency as from 1 January 1959. The agency will be known as " UNICOOP " and it will take over all the activities

that have hitherto been carried on by the foreign trade department of the Council.

Training Courses.

A three-months' course for leading officials of consumer and production co-operatives was held at the Central Co-operative School at Jiloviště, near Prague, during September-December 1958. The course aimed at giving the participants an opportunity of improving their practical and theoretical knowledge of co-operation, and of exchanging the experience acquired in their work, particularly in regard to questions such as the efficient management of co-operative enterprises and co-operative education.

Preparations are in hand for holding an 18-months' course for selected officials and employees who, it is anticipated, will in future hold important posts within the co-operative movement. The course will be divided into two parts: for the first 12 months the students will undertake intensive study at home according to a special syllabus and, after passing this part of the course, they will participate in a six-months' residential course to enable them to gain a deeper knowledge of the problems they will encounter.

EMPLOYERS' AND WORKERS' ORGANISATIONS

INTER-AMERICAN REGIONAL ORGANISATION OF WORKERS

FOURTH CONTINENTAL CONGRESS

The Fourth Continental Congress of the Inter-American Regional Organisation of Workers (O.R.I.T.), the regional organisation of the International Confederation of Free Trade Unions (I.C.F.T.U.) for the American Continent and the West Indies, was held in Bogotá, Colombia, from 9 to 12 December 1958.¹

Attendance.

The Congress was attended by 76 delegates from 25 organisations in 21 countries, representing 25 million organised workers. Also present were 15 observers from various trade union organisations, five fraternal delegates from Venezuela and seven delegates representing seven international trade secretariats together with observers from the United Nations, the I.L.O., the F.A.O. and the World Assembly of Youth. Mr. J. H. Oldenbroek, General Secretary of the I.C.F.T.U., was also present.

The President of Colombia addressed the opening session of the Congress. This session was also attended by the Cardinal Primate and the Minister of Labour of Colombia, and members of the Senate and House of Representatives.

Officers of the Congress.

The Chairman of the Congress was Mr. I. González Tellechea, the Secretary-General Mr. A. Sánchez Madariaga, the Vice-Chairmen Mr. A. Díaz

¹ Communication from O.R.I.T. See also I.C.F.T.U.: *Inter-American Labor Bulletin* (Washington, D.C.), Vol. X, No. 1, Jan. 1959. For a note on the Third Congress see *Industry and Labour*, Vol. XIV, No. 6, 15 Sep. 1955, p. 301.

and Mr. M. Díaz Henriquez. Mr. S. de Azevedo Pequeno, Mr. R. Gladnick and Mr. R. A. González Cubero were assistant secretaries.

Principal Resolutions.

The Congress passed a number of resolutions dealing with political, social and economic questions, some of which are summarised below.

The struggle for peace. The Congress reviewed in detail the position of the working class movement in the Western Hemisphere in the struggle to safeguard peace, and expressed the following opinion: "We are still faced with the problem of dictatorships, the weakness of some democratic régimes and the threat of totalitarian forces. Although these constitute the most immediate problems facing the people of the Americas, we cannot fail to realise that our future and our prosperity depend on the preservation of peace, which is now menaced in Europe, Asia and other parts of the world." In accordance with its previous declarations, and the policy of the I.C.F.T.U., the Congress urged the governments of the free world to take steps to secure an honourable peace in conditions of liberty and freedom of opinion.

"The free countries of the world," it was stated, "particularly those with great economic wealth, should give greater economic assistance to democratic countries in need. This aid should be utilised solely for the advancement of the living standards of the peoples concerned."

The Congress called on the governments of the Western Hemisphere to combine their efforts to harness scientific discoveries and nuclear energy for economic development and the maintenance of peace.

On this subject the Congress also recommended—

- (a) continued support for the United Nations;
- (b) emphasis on economic development rather than military aid;
- (c) the establishment of a world-wide police force under United Nations control, which should be sufficiently strong and mobile to proceed immediately to any part of the world where peace was threatened or aggression had taken place.

The struggle for freedom. The Congress noted with satisfaction the disappearance of various dictatorships in the Western Hemisphere and the leading part played by the free trade union movements in the struggle to overthrow them. Nevertheless, it viewed with serious concern the continued existence of dictatorships in some countries and the reappearance of dictatorial tendencies and the curtailment of trade union rights in others.

The Congress repeated its firm belief in self-determination for peoples and protested against any infringement of national independence and the right to self-government.

It passed a resolution on this subject in which it urged the governments of the Western Hemisphere to instruct their delegations to the General Assembly of the United Nations to reject the credentials of the Hungarian delegation, as they had been rejected on the proposal of the Workers' group at the last Conference of the I.L.O.

It also protested against repressive measures taken in Spain where there had been an intensification of the persecution of any democratic, political or trade union movement, and hundreds of intellectuals, professional men and working-class leaders had been imprisoned.

The Congress resolved to warn its affiliated organisations against a renewed Communist drive to combine with extreme reactionaries in order to undermine the democratic forces. It was the duty of the O.R.I.T. and its affiliated organisations to expose these tactics and defeat them.

The O.R.I.T. in accordance with tradition declared its opposition to any form of dictatorship, and called on its affiliated organisations to continue to strive vigorously for freedom, democracy and economic well-being in the Western Hemisphere.

Relations with intergovernmental organisations. In view of the growing importance of the Economic Commission for Latin America it was decided to request the secretariat of the O.R.I.T. to pay increased attention to the work of this Commission and to be represented at all its meetings.

The Congress recognised the great importance of the I.L.O. for the working class throughout the Americas and requested the General Secretary of the O.R.I.T. to promote co-operation between the Workers' delegates from the Americas at I.L.O. conferences and at meetings of the Executive Board of the I.C.F.T.U.

The Congress commended the Executive Board and expressed its satisfaction at the fact that the Organisation of American States (O.A.S.) had granted consultative status to the O.R.I.T. In view of the need to have adequate fact-finding facilities to enable the O.R.I.T. to keep a close watch on the work of the O.A.S. and the other intergovernmental organisations, the Congress asked the Executive Board to consider establishing a department for this purpose at O.R.I.T. headquarters.

Freedom of association. The need was stressed for all States throughout the Continent to guarantee in their Constitutions and laws the fundamental right of freedom of association; this right should be strictly enforced in order to safeguard the existence of a free working-class movement. The right of association was essential for the maintenance of freedom of speech, the right to strike, collective agreements and trade union stability. Approved international minimum standards existed in the form of international labour Conventions and Recommendations, but these standards were not observed by certain countries which had approved them but had not ratified them. Unless these standards were enforced the workers covered by these international instruments would be seriously hampered in the exercise of their rights.

Accordingly the Congress agreed that—

(a) the O.R.I.T. and its affiliated organisations should make unremitting efforts to secure strict compliance with the constitutional provisions in each country concerning freedom of association and the adoption or extension of such provisions elsewhere;

(b) the O.R.I.T. and its affiliated organisations should try to ensure that all the American countries which had not yet done so should, as soon as possible, ratify and apply the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949, of the International Labour Organisation;

(c) the strongest workers' organisations should give every possible support to the weaker organisations, particularly those struggling on behalf of large groups of unorganised workers;

(d) more effective use should be made of the I.C.F.T.U. international solidarity fund in America in helping the formation of free democratic trade unions, carrying out programmes of trade union organisation and education, establishing efficient machinery for disseminating ideas and information, and training trade union leaders at all levels;

(e) the O.R.I.T. should call the attention of governments to the value of rural workers, both as producers and as potential consumers, to the national economy of every country; and

(f) the O.R.I.T. and its affiliated organisations should fight for the extension of labour legislation to farm workers.

Wages and prices. After setting forth its reasons the Congress came to the following decisions on wages and prices:

(a) the workers should make every effort through their unions to secure decent wages adequate to cover their needs;

(b) the organisations affiliated to the O.R.I.T. should encourage the establishment of credit, production and consumer co-operatives as a means of halting the rise in prices of such staple items in working-class budgets as food, clothing, etc.;

(c) the working-class movement should urge governments to fix prices and take various other measures to keep them from rising.

Hours of work. In view of the fact that the I.L.O., as far back as 1919 had fixed, in the Hours of Work (Industry) Convention, 1919, a maximum working day of eight hours, whereas a survey of conditions of work showed that there were still countries in the American Continent where daily hours of work exceeded this figure, the Congress decided that—

(a) where exceptions existed, affiliated organisations should take action to secure the putting into practice of the universally accepted principle that the working day should not exceed eight hours;

(b) the O.R.I.T., having regard to the evidence showing the benefits accruing to the worker, his family and the nation from the introduction of the 40-hour week, should aim at achieving it for all workers.

Social security. The Congress resolved that affiliated organisations should campaign for a comprehensive social security scheme in each country covering occupational risks, sickness and maternity, invalidity, old age, unemployment and death. Governments should be free, at their own discretion, to establish supplementary schemes providing additional welfare benefits for workers in industry, commerce, agriculture and the labour force as a whole.

Housing. The Congress deplored the shortage of suitable housing in the American Continent for the lowest income groups, the unfair distribution of national incomes and the absence of an adequate minimum wage in most countries to cover the elementary needs laid down in the Declaration of Human Rights. The Congress expressed the hope that governments would pass the necessary legislation imposing a statutory minimum wage and that they would, at the same time, encourage the construction of housing for the people. It also called on its affiliated organisations to—

(a) urge each government to set up a single agency to tackle the housing problem; and (b) to introduce legislation taxing the cash profits of industry and business to pay for its cost; (c) such an agency should be run by a tripartite board made up of three representatives of the government, three of the employers and three of the workers.

Land reform. The Congress, in the name of the millions of landless rural workers in Latin America, declared that the mediaeval patterns and colonial systems which dominated agriculture in Latin America formed a major obstacle in the way of economic progress. The working-class movement tended to ignore the serious problems facing the rural population and was thereby losing an opportunity of giving fresh impetus to economic development in Latin America. In future it would not be possible to improve the conditions of workers in the towns without, at the same time, transforming the conditions of the great mass of rural workers who formed the bulk of the population of Latin America. The Congress agreed that—

(a) land reform should henceforth be one of the aims of the O.R.I.T.;

(b) the O.R.I.T. should campaign in every country for land reform legislation enabling all the cultivable land to be brought into use and the landowners to fulfil their social function; and

(c) the ultimate aim of land reform should be to raise the living standards of the rural population throughout the Continent.

Education. The Congress declared that education should not be the privilege of one particular group but should be available to the people as a whole; the trade union movement should provide a wide range of facilities for adult education and the elimination of illiteracy. The building of schools and the training of teachers should be speeded up so that all children of school age could be given an opportunity of attending school. Public education programmes should be launched so that schools and universities could foster genuine cultural values. The working-class organisations should press their respective governments to make increases in appropriations for education rather than for war-like preparations. The Congress advised its affiliated organisations to lend the full support of the trade union movement to the expansion of educational and cultural facilities. It also resolved to expand training schemes for trade union leaders.

Health. The Congress stated that in many American countries health problems were still of alarming proportions, while at the same time there was a shortage of doctors, nurses, surgeons, medical auxiliaries and laboratory assistants. It decided to advocate public health programmes, the building of medical health centres, clinics and hospitals and more far-reaching preventive measures. It also decided to call for better and purer water supplies, higher standards of food hygiene, health propaganda campaigns, etc. Governments should make sufficient money available for programmes of this kind and the unions should play their full part since the people's health was the most important aspect of any nation's human resources.

Economic questions. A number of major resolutions on economic questions were passed. Some dealt with international trade in raw materials and the stabilisation of prices, and others with industrialisation and diversification, public and private investment (both domestic and foreign), the Inter-American Development Bank, the Latin American common market and the economic integration of Central America.

Organisation, education and publicity. The Congress decided to put the full weight of the O.R.I.T. and its affiliated organisations behind the campaign for organising the unorganised workers. Its resolution on this subject stated that the O.R.I.T. would lend its assistance, whenever requested by its affiliated organisations, in carrying out campaigns to organise workers in industry, transport, mining, farming, commerce, communications and public utilities. This task would call for closer specialised co-operation with the International Trade Secretariats and for the co-ordination of their work and that of the I.C.F.T.U. with the activities of the O.R.I.T.

It was also resolved to urge the governments of South America not to place obstacles in the way of the free trade union movements, to ratify the Conventions of the International Labour Organisation, to incorporate them in their legislation, and to enforce them in practice.

The Congress likewise resolved that the educational work of the free trade union movement should form an integral part of its activities, and that the O.R.I.T. should use publicity methods for its organising and educational programmes. The Congress approved the action to be taken by its secretariat and affiliated national bodies.

Elections.

A new Executive Board was appointed for the period 1958-61. Mr. I. González Tellechea and Mr. A. Sánchez Madariaga were unanimously re-elected President and General Secretary respectively.

GENERAL CONFEDERATION OF COSTA RICAN WORKERS

THIRD NATIONAL CONGRESS

The Third National Congress of the General Confederation of Costa Rican Workers was held in San José de Costa Rica from 13 to 15 September 1958.¹

Attendance.

The Congress was attended by delegates from the whole country, representing unions affiliated to the Confederation and a number of independent unions. The Confederation of Latin American Workers (C.T.A.L.) and the World Federation of Trade Unions were represented. The President of the Republic of Costa Rica, Mr. M. Echandi, attended the formal closing session of the Congress and addressed the delegates.

Resolutions Adopted.

The Congress adopted a number of resolutions which are summarised below.

Trade union unity. One resolution adopted declared that the unity of action which had been approved at the two previous Congresses should be maintained and further strengthened, and that the unions should make direct contact with the working masses as well as with the leaders of other central trade union organisations and unions not affiliated to any central organisation.

It was considered that it would not be in the interests of the national working-class movement for any new central organisations to be formed; their small size and weakness would hamper the workers' unity of action and split the trade union movement still further.

For these reasons the Congress declared that the Confederation, so far from claiming to control or monopolise the trade union movement, was prepared to combine with any other trade union organisations which were prepared to do so, in order to form a new, more powerful Confederation with a common programme.

Reform of the Labour Code. It was also decided to approach all the other trade union organisations in the country with a proposal to set up a committee to draft a general reform of the Labour Code for submission to the Legislative Assembly; this action should be coupled with a campaign in favour of the reform.

Workers' education. The Congress endorsed a proposal made by the National Educational Association (A.N.D.E.), an independent body, to hold a seminar (the first of its kind) for the Costa Rican trade union movement.

Greetings to the C.T.A.L. The delegates decided to send greetings to the C.T.A.L. on its 20th anniversary, and to express its gratitude for the efforts it had made to unite the working class in the struggle for better living and working conditions, for peace and for national independence.

¹ Confederation of Latin American Workers: *Noticiero de la C.T.A.L.* (Mexico City), Vol. IX, No. 292, 30 Sep. 1958. For a note on the Second Congress see *Industry and Labour*, Vol. XVII, No. 5, 1 Mar. 1957, p. 217.

CORRESPONDENTS

(continued from outside back cover)

- Chile:** Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).
- China :** Mr. Ching-Ping YIP, P.O. Box 4200, Taipei, Taiwan (Formosa) ("Interlab Taipei").
- Colombia:** Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).
- Costa Rica:** Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).
- Cuba:** Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).
- Czechoslovakia:** Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.
- Ecuador:** Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").
- Greece:** Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).
- Haiti:** Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haiti").
- Iran:** Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).
- Israel:** Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit, Interlab, Jerusalem, Israel").
- Lebanon:** Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").
- Netherlands:** Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).
- Norway:** Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417803).
- Pakistan:** Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").
- Philippines:** Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").
- Poland :** Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.
- Portugal:** Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).
- El Salvador:** Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.
- Spain:** Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").
- Thailand :** Mr. M. DULYACHINDA, Phya Anuraks 152, Pejhuri Road, Bangkok.
- Turkey:** Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").
- Union of South Africa:** Mr. L. C. LOOCK, Private Bag 117, Pretoria.
- United Arab Republic:** Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.
- Uruguay :** Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).
- Venezuela:** Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).
- Yugoslavia:** Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição Internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littre 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

Bulgaria: Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

(Continued overleaf)

VOL. XXI, No. 6
15 MARCH 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 6

15 MARCH 1959

CONTENTS

International Labour Organisation	Page
An I.L.O. Seminar on Workers' Education	197
Ratifications of International Labour Conventions by the <i>Netherlands</i> and <i>Panama</i>	200
Declarations by the <i>Netherlands</i> and the <i>United Kingdom</i> concerning the Application of Conventions to Non-Metropolitan Territories	200
Office Publications and Documents	201
 International Organisations and Conferences	
A Seminar on Activities for the Elderly	203
 Social and Economic Policy	
Reorganisation of Labour Administration in <i>Belgium</i>	204
Economic and Social Developments in the <i>Soviet Union</i> in 1958	205
 Manpower	
An International Apprentice Competition	208
A Seminar on Activities for the Elderly	209
Employment Trends in <i>Finland</i> in 1958 and Measures to Counteract Unemployment	209
 Migration	
<i>Italian</i> Migration in 1957	211
 Conditions of Work	
Higher Minimum Wages in <i>Brazil</i>	220
Hours of Work in the <i>Federal Republic of Germany</i> : Introduction of a 40-Hour Week in the Tobacco Industry	220
First Meeting of the <i>Indian</i> Industrial Committee on June	221
Introduction of the 45-Hour Week in <i>Norway</i>	223
 Co-operation	
The Co-operative Movement in <i>France</i> :	
Activities of the Education and Training Section of the French Agricultural Co-operative Centre	223
An Experiment in Inter-Co-operative Relations	224
Development of Industrial Co-operatives in <i>India</i>	224

Workers' Education**Page**

I.L.O. Seminar on Workers' Education	226
Workers' Education in <i>Canada</i> : Catholic Confederation of Labour Activities	226

Employers' and Workers' Organisations

<i>New Zealand</i> Employers' Federation: Fifty-sixth Annual General Meeting	228
<i>Chilean</i> National Confederation of Workers: Constituent Congress	229
Eleventh Congress of the Confederation of <i>Colombian</i> Workers . .	231
<i>Swiss</i> Association of Evangelical Trade Unions: Thirty-sixth Meeting	233

INTERNATIONAL LABOUR ORGANISATION

AN I.L.O. SEMINAR ON WORKERS' EDUCATION

An International Seminar on Workers' Education was convened in Geneva from 1 to 6 December 1958 by the International Labour Office as part of its Workers' Education Programme.

Agenda.

The agenda of the Seminar comprised: (1) the training of workers' educationists; and (2) the organisation of workers' educational services in trade unions. These items had been recommended for special attention by the I.L.O. Meeting of Experts on Workers' Education held in Geneva in December 1957.¹

Participants.

Twenty-one practising workers' educationists (from Belgium, Canada, Chile, Denmark, the Federal Republic of Germany, France, Ghana, India, Italy, Japan, Morocco, the Netherlands, Pakistan, Peru, Switzerland, Togoland, the United Arab Republic, the United Kingdom, the United States, the Union of Soviet Socialist Republics, and Viet-Nam) participated in the Seminar in their individual capacities as persons experienced in the fields covered by the agenda. The U.N.E.S.C.O. and the European Productivity Agency sent observers.

The Seminar elected Mr. H. A. Tulatz, Director of the German Trade Union Confederation (D.G.B.) School at Oberursel, Federal Republic of Germany, as Chairman and Messrs. S. D. Magnus-George of the Trade Union Congress of Ghana and D. Venkatesh of the Indian National Trade Union Congress, Mysore State Branch, as Reporters. The discussion at the Seminar took place on the basis of a working paper prepared by the I.L.O.

General Discussion.

The consideration of the Seminar's agenda was preceded by an exchange of information between the participants on the growth of workers' education in their respective countries and its attendant problems. This discussion was particularly useful in that it enabled participants from the developed and the developing countries to understand each other's problems and the possible approaches to their solutions.

Low levels of literacy, newness of the working classes to trade unionism and modern industrial work, and paucity of funds for workers' education were brought out as some of the problems peculiar to developing countries. Attention was drawn to certain universal problems, such as insufficient interest in education on the part of some workers and deficiency in their general education; the problems of choosing subjects which arouse the interest of workers and meeting the special needs of particular groups; difficulties arising from the competition provided by various types of entertainment and recreation; problems of securing adequate teaching material; and equipment and difficulties in the selection of trainees and suitable instructors.

The Seminar agreed that, for the purpose of discussing its agenda, the term "workers' education" should be understood to mean education in social and economic subjects directly related to the interests of workers and their

¹ See *Industry and Labour*, Vol. XX, No. 4, 15 Aug. 1958, p. 143.

organisations in order to stimulate a sense of social responsibility in the worker, to make him aware of the bonds existing between him and his fellow workers and to assist him in carrying out the duties entrusted to him by his organisation and community.

The Training of Workers' Educationists.

The Seminar noted that while in a large number of countries workers' education programmes were growing, there existed a gap between the supply and demand for trained workers' education personnel and that the gap might further widen if steps were not taken to train personnel. Generally speaking, this personnel could be classified into three broad categories: (a) the administrator-organiser; (b) the instructor; and (c) the technician whose teaching was confined to the field of his specialisation and who was usually engaged part-time in workers' education.

Qualities and Qualifications of Workers' Educationists.

The Seminar laid emphasis on certain special qualities and qualifications to be sought in the prospective workers' educationists, for example a faith in the value of workers' education, its functional relation with the objectives of the trade union movement, a sympathy for the desires and aspirations of workers and their organisations, a warm understanding of the individual worker and an ability to impart to the worker an enthusiasm for knowledge, to develop his innate capacities and to make him capable of finding his own solutions to the problems confronting him. These qualities were usually found in persons with experience in the trade union movement and for that reason they were normally the most suitable group from which workers' educationists might be drawn. Thus, the administrator-organisers and the instructors in trade union subjects should preferably be chosen from the trade union movement while potential instructors in certain specialised fields might be sought from among persons outside the movement.

Content of Training Programmes.

The Seminar recommended that programmes for training of workers' educationists should be practical and functional to enable the educationists to serve the real needs of workers. In the training of the administrator-organiser, who would be responsible for the over-all planning and execution of the educational programme of his organisation, an effort should be made to develop in him an ability to prepare educational programmes at different levels, to implement them in close collaboration with the teaching staff and the trainees, to keep in constant touch with work in the field, to make on-the-spot inspections, to meet instructors regularly and to take part in various aspects of educational work with a view to acquainting himself with day-to-day educational needs and problems. He should moreover be prepared to exchange ideas with workers' educational bodies and other institutions for the improvements of methods, techniques, etc.

In training the instructors it would be important to develop their powers of expression and ability to adapt their teaching and teaching materials to the requirements of a given audience. Instructors should have training in group techniques, develop an aptitude for encouraging the persons to be taught to work independently and undertake further studies on their own initiative.

Workers' educationists, while under training, should be given opportunities to participate in the preparation and implementation of their training programmes, both as a practical exercise and as a means of increasing their self-confidence for future work. The training programmes for workers' educationists should, generally speaking, have as broad a content as possible to enable the trainees to develop in those particular directions that are most suitable to their individual talent. While trade union subjects should no doubt form the core of these training programmes, suitable courses in the

cultural and general education fields might be included. The inclusion of special subjects of importance in modern times, such as economics and international affairs, may also be useful.

Post-training and Follow-up Measures.

The Seminar emphasised the importance of post-training or follow-up measures, and recommended that workers' education services should provide assistance to the trained educationists in the form of up-to-date study guides, outlines and information, material facilities including audio-visual aids, assistance in the preparation of programmes, refresher courses for educationists on new developments in teaching methods and occasional opportunities for exchanging views with fellow workers' educationists on matters of common interest.

Collaboration with Non-Trade Union Bodies.

In principle, the Seminar recognised, the training of workers' educationists should be carried out by workers' organisations themselves. However, in view of the magnitude of the task the question might arise whether and under what conditions assistance should be sought from non-union agencies such as workers' educational associations, universities or technical institutions.

Trade unions would prefer to make their own arrangements for training in trade union subjects but they might sometimes find it necessary to seek outside assistance in specialised fields like educational techniques and methods. Such assistance should, however, be obtained under certain safeguards, as for example—

- (a) participation of the trade union in the planning of the programme ;
- (b) joint choice of teachers ;
- (c) direction or participation in the direction of the training programme by the trade unions ; and
- (d) adequate control by the trade union on the approach and content of the training programmes.

Organisation of Educational Services in Trade Unions.

The Seminar recognised that the two items on its agenda were closely interlinked so that matters discussed in connection with the training of workers' educationists would be of direct value to the work of educational services in trade unions. It recommended that the educational activities of trade unions should as far as possible be integrated with trade union life as a whole.

Functions and status of educational services. While no rule can be laid down for the structural relationship between a union and its educational service, the latter should constitute an effective means of inculcating a spirit of understanding and support for the trade union movement and union policies and of training cadres at various levels including workers' educationists. The educational services should have access both to rank and file and the leadership of the union. Efforts should moreover be made to convince union members and leaders that the effectiveness of trade union action may often depend on appropriate educational activities.

Education directors and officers. The Seminar noted the growing tendency to appoint education directors and officers to assume responsibility for the educational programme of a union under the guidance of the union executive and its policy. It would be important that the education director or officer should have direct access to the governing or executive boards in order to participate in deliberations on educational policy, to make suggestions and submit reports on past activities and future plans.

Education committees. The Seminar further recommended that it would be desirable in many cases to establish education committees in trade unions to advise on educational matters, to broaden the basis of support for and stimulate interest in education and otherwise supplement the efforts of the education director or officer without, however, trespassing on his responsibility for carrying out educational programmes.

Financing. In regard to the financing of educational activities of trade unions the Seminar felt that the method of financing would differ from union to union and country to country. In general the success in securing adequate funds for educational work would depend on the ability of the educational services to demonstrate that their educational programmes would serve the real needs of workers.

Other activities of education services. While the educational services of a trade union were basically concerned with trade union education as distinguished from the broader aspects of workers' and adult education, in some cases these services have organised cultural and recreational activities either of a direct educational value or as a means of attracting workers to more formal educational pursuits. In such cases, the Seminar recommended, care should be taken to ensure that purely cultural or recreational activities would supplement the main task before the trade union educational services.

RATIFICATIONS OF INTERNATIONAL LABOUR CONVENTIONS

NETHERLANDS

On 18 February 1959 the Director-General of the International Labour Office registered the ratification by the Netherlands of the Abolition of Forced Labour Convention, 1957.

PANAMA

On 16 February 1959 the Director-General registered the ratification by Panama of the following International Labour Conventions :

- Hours of Work (Commerce and Offices) Convention, 1930 ;
- Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 ;
- Underground Work (Women) Convention, 1935.

APPLICATION OF CONVENTIONS TO NON-METROPOLITAN TERRITORIES

DECLARATIONS BY THE NETHERLANDS

The Director-General registered on 18 February 1959 declarations communicated by the Government of the Netherlands indicating that the Abolition of Forced Labour Convention, 1957, was applicable without modification in the Netherlands Antilles, Netherlands New Guinea and Surinam.

DECLARATIONS BY THE UNITED KINGDOM

On 23 February 1959 the Director-General registered a number of declarations communicated by the Government of the United Kingdom concerning the application of a number of international labour Conventions in certain United Kingdom overseas territories.

The decisions taken by the Government on each of these Conventions and with respect to each of the territories concerned are given below.

Workmen's Compensation (Accidents) Convention, 1925¹; Equality of Treatment (Accident Compensation) Convention, 1925¹; Contracts of Employment (Indigenous Workers) Convention, 1947:

All these Conventions are applicable without modification in Sarawak.

Social Policy (Non-Metropolitan Territories) Convention, 1947:

Applicable in Sarawak, with modifications.

Freedom of Association and Protection of the Right to Organise Convention, 1948:

This Convention is applicable without modification in Nyasaland; a decision is reserved with regard to Southern Rhodesia.

Migration for Employment Convention (Revised), 1949:

A decision is reserved with regard to the application of this Convention in Basutoland, Bechuanaland Protectorate and Swaziland.

On 27 February 1959 the Director-General also registered declarations by the Government of the United Kingdom to the effect that the Workers Compensation (Accidents) Convention, 1925¹, and the Contracts of Employment (Indigenous Workers) Convention, 1947, are applicable (with modifications) in the Solomon Islands, and that the Equality of Treatment (Accident Compensation) Convention, 1925¹, is applicable without modification in the territory.

OFFICE PUBLICATIONS AND DOCUMENTS

INTERNATIONAL LABOUR REVIEW

The following are the contents of the March 1959 issue of the *International Labour Review*, which is now available:

The Social and Economic Structure of Indian Communities of the Andean Region, by A. MÉTRAUX.

Hospital Insurance in Canada, by Sylva M. GELBER.

The Evolution of Labour Legislation and Administration in Iran.

Labour Mobility in the United States.

Trends in National Productivity, 1950-57.

Bibliography.

¹ This declaration was made under the provisions of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 and will become effective when that Convention comes into force.

The Statistical Supplement for the month contains tables of unemployment and employment statistics, consumer price indices and statistics of wages and hours of work.

LEGISLATIVE SERIES

The January-February 1959 issue of the *Legislative Series* is now available. It contains reprints and translations of the following laws and regulations :

1957

Argentina 2. Constitution (Amendment).	Dominican Republic 2. Social Insurance (Life Insurance of Civil Servants).
Bahrain 1. Labour Code.	
Belgium 1. Works Councils (Amendments).	Egypt 1. Conciliation and Arbitration.
Belgium 4. Retirement and Survivors' Pensions (Salaried Employees).	Indonesia 1. Disputes.
Denmark 1. Social Security.	Yugoslavia 1. Old-Age and Survivors' Insurance.

1958

Belgium 1. Employment of Young Persons (Mines and Quarries).	Belgium 2. Handicapped Persons.

The issue also includes a list of recent labour legislation.

ORGANISATION OF OCCUPATIONAL HEALTH SERVICES IN PLACES OF EMPLOYMENT

The Office has just published a report for the 43rd Session of the International Labour Conference (Geneva, June 1959); the report deals with the organisation of occupational health services in places of employment, which is the fourth item on the agenda of the session.¹

The I.L.O. prepared and sent to governments of member States a preliminary report² on this question containing the text of a proposed Recommendation concerning occupational health services in places of employment. This draft was based on the Conclusions adopted by the Conference at its 42nd Session (Geneva, June 1958).³ The Governments were requested to send in any amendments or observations on the text.

The report just published gives a summary and an analysis of the replies from governments. It also contains the English and French versions of the proposed text which, if the Conference so decides, will serve as a basis for the second discussion, at the 43rd Session, of this question.

¹ I.L.O. : *Organisation of Occupational Health Services in Places of Employment*, Report IV (2), International Labour Conference, 43rd Session, Geneva 1959 (Geneva, 1959), 57 pp. Price: 40 cents; 2s. 6d.

² See *Industry and Labour*, Vol. XX, No. 6, 15 Sep. 1958, p. 210.

³ *Ibid.*, Nos. 1-2, 1 and 15 July 1958, p. 52.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

A SEMINAR ON ACTIVITIES FOR THE ELDERLY

An international seminar on the individual and social importance of activities for the elderly was held in Königs-winter (Germany) from 19 to 28 October 1958.

Purpose of the Seminar ; Attendance.

The seminar was organised by the European Office of the United Nations Technical Assistance Administration at the invitation of the Government of the Federal Republic of Germany, in co-operation with the International Labour Office and the World Health Organisation. Its purpose was to provide an opportunity for a group of social workers and administrators from Austria, Belgium, Denmark, Finland, France, the Federal Republic of Germany, Israel, Italy, Luxembourg, Netherlands, Norway, Spain, Sweden, Switzerland, the United Kingdom and Yugoslavia to discuss the main problems inherent in the aging process and the transition from active to retired life.

I.L.O. Contribution to the Discussion.

On behalf of the I.L.O. a paper on "The Elderly at Work" was presented by Mr. F. Le Gros Clark, a social research worker from the United Kingdom. In it he made a clear distinction between the problems inherent in prolonging the average period of paid employment and the problem of providing those who have retired or virtually retired from work with opportunities for filling their leisure in constructive ways. A good many of the other papers presented at the seminar were in the nature of background information on the aging process in all its demographic, physiological, psychological and pathological aspects.

Scope of the Discussion.

While most of the discussions necessarily turned on the post-retirement provision that can be made for the benefit of elderly persons, the following subjects falling more particularly within the I.L.O. field of interest were defined and briefly examined.

Special workshops and centres for the aging. Reference was made by participants from France, Germany, Sweden and the United Kingdom to the provision by certain industrial firms of what may be called transitional workshops for their aging employees, and to small employment centres established by local authorities or voluntary organisations, the products of which were either contracted for by local firms or marketed by the responsible agency. These workshops and centres appeared to be few in number and all of very modest size. But the part already played by some industrial concerns in initiating this "intermediate" form of employment for the elderly attracted the attention of the seminar. The hope was expressed that such a body as the I.L.O. would find occasion to survey the whole field of these activities in their financial and administrative aspects, so that the information could be made available to any industrial management that was contemplating similar provision for the benefit of its aging employees.

The schemes referred to at the seminar were—

- (a) "sheltered workshops" in certain engineering and paper factories ;
- (b) "area workshops" serving a number of local industries by simple assembly and packing operations ; and

(c) various types of clerical and other office work for which retired persons were engaged on a seasonal or part-time basis.

Prolonging the effective working life. Other participants pointed out that the effective working life might be prolonged if greater attention could be paid to the degree of physical or psychological strain to which older persons may be industrially exposed. Such men and women would probably have become less tolerant with age of working conditions that had subjected them in their earlier years to no excessive strain. A study of the problems with special reference to the organic changes experienced by older employees could well lead to some improvement in the design and lay-out of machines, seating, etc. The suggestion was further made that firms should consider adapting their rehabilitation schemes to the special needs of older employees, who may be led to retire prematurely through slow recovery from an injury or an acute bout of sickness.

Attitudes towards retirement. It became evident in the course of discussion that little is yet known about the real attitudes of older persons toward the prospect of their near retirement. Since the transition from paid employment into retirement must be a critical phase in the life of any person, it was felt that studies of older men and women who are still employed would help framing in a humane industrial policy. At the same time it was recognised that there are likely to be wide individual variations in attitude, and that ideally industrial policy should allow for such freedom of choice to pensionable employees as is economically possible within the technical structure of each industry.

Impact of mechanisation. In regard to the ways in which increasing mechanisation and automation might later affect the prospects of older workers, it was suggested that attention should be paid to the larger numbers of men and women who would be required in and freed for various "service" activities, both the servicing of machinery and services of many kinds in the social field. It was indicated that some study of the consequences these trends might have for older men and women, who might otherwise have to retire, would enable students of the question to see more clearly what are likely to be the human results of accelerated technical change. It was felt especially that older persons might ultimately find widening opportunities for activities in social welfare and in the domestic service needed in welfare institutions.

SOCIAL AND ECONOMIC POLICY

REORGANISATION OF LABOUR ADMINISTRATION IN BELGIUM

A Royal Order was issued on 6 November 1958 in Belgium¹ setting up separate ministries to deal with labour and social welfare.

The duties which have hitherto been performed by the Ministry of Labour and Social Welfare will henceforth be divided between the two new

¹ *Moniteur belge—Belgisch Staatsblad*, 128th Year, No. 313, 9 Nov. 1958, p. 8212.

departments in the following way. The responsibilities of the Ministry of Labour and Social Welfare for social security and social welfare will henceforth be discharged by the Ministry of Social Welfare, while the remaining responsibilities of the Ministry of Labour and Social Welfare will be borne by the Ministry of Labour. Placement and unemployment will come under the Ministry of Labour, with the exception of unemployment benefit and the unemployment tribunals, which, under the new arrangements, will be administered by the Ministry of Social Welfare.¹

ECONOMIC AND SOCIAL DEVELOPMENTS IN THE SOVIET UNION IN 1958

The Central Directorate of Statistics of the Council of Ministers of the U.S.S.R. recently published in the Soviet press the results of the National Economic Plan for the year 1958.²

Over-all Results.

The Plan called for a 7.6 per cent. increase in industrial production in the U.S.S.R. during 1958, but in actual fact the increase over 1957 was 10 per cent (11 per cent. in the case of capital goods and 7 per cent. in the case of consumer goods).

Industry.

The year 1958 witnessed the completion of 800 new industrial plants, a series of major metallurgical production lines, 57 new coal mines, a number of large new power stations and seven blast furnaces with an annual capacity of 4.9 million tons of pig iron; the output of the petroleum and chemical industries also rose sharply.

The table shows the output figures and percentage increases for certain industries as compared with 1957.

OUTPUT OF BASIC INDUSTRIES IN 1958

Industry	Output	Percentage increase
Coal	496 million tons	7.0
Petroleum	113 " "	15.0
Natural gas	29.8 thousand million m ³	50.0
Electricity	233 " " kWh	11.0
Iron ore	88.8 million tons	5.0
Pig iron.	39.6 " "	6.5
Steel	54.9 " "	6.5

The published figures show that output of pig iron increased by 2.6 million tons, steel by 3.7 million tons, petroleum by 14.7 million tons and electricity by 23.3 thousand million kWh.

The output of consumer goods was nearly 14 times higher than in 1913.

¹ *Moniteur belge*—*Belgisch Staatsblad*, 138th Year, No. 344, 10 Dec. 1958, p. 8848.

² *Pravda* (Moscow), 16 and 17 Jan. 1959. For details of the Seven-Year Plan, 1959-65, see *Industry and Labour*, Vol. XXI, No. 3, 1 Feb. 1959, p. 84.

Agriculture.

The harvest produced some 1.4 million quintals of cereals, an increase of 33 per cent. over 1957. Output of sugar beet reached 54.1 million tons, potatoes 86.1 million tons and cotton 4.4 million tons.

As compared with 1953, the country produced an additional 2.1 million tons of meat, 21.3 million tons of milk, 86,000 tons of wool and 7.4 thousand million eggs.

Manpower.

Labour Force. The number of wage earners and salaried employees showed an appreciable increase. The average number of persons employed in the national economy during 1958 was 54.6 millions, making an increase of 1.4 millions over the year. In industry, building, state farms, transport and communications, the number of workers, technicians and other specialists rose by 2 millions, while in schools, training, research, medical and cultural establishments the increase amounted to 400,000. The number of workers engaged in commerce, housing maintenance and communal services grew by 300,000. On the other hand, the labour force employed in the machine and tractor stations fell by 1.3 millions owing to the reorganisation of these stations and the transfer of workers from the tractor brigades and other skilled agricultural workers to the collective farms. As in previous years, unemployment was unknown in the U.S.S.R. in 1958.

Vocational training. Nearly 650,000 young skilled workers who had completed their training in technical, vocational, rail, mining or factory apprenticeship schools, or the farm mechanisation courses or schools, entered industry, building, transport and agriculture in 1958. Individual brigade and group-training facilities helped 7.6 million wage earners and salaried employees to improve their skills or acquire a new trade.

Labour productivity. The productivity target for 1958 was exceeded in industry and building. As compared with 1957, productivity in industry rose by 6 per cent. (after allowing for the reduction of working hours in coal mining, metallurgy and certain other industries) while in building it rose by 9 per cent.

Shorter working hours. The shorter working day was introduced in coal mining, metallurgy, and the majority of undertakings producing cement, concrete and reinforced concrete. This shorter working day is now coming into force in the non-ferrous metals industry, machine tools, chemicals, petroleum, gas and various other industries.¹

National Income and Its Distribution.

The national income increased by 9 per cent as compared with 1957, thereby making it possible to raise the real incomes of wage earners, salaried employees and peasants, while ensuring the continued expansion of production.

Collective farm incomes totalled 130 thousand million roubles, an increase of nearly 36 thousand million roubles or 38 per cent. over 1957.

The total turnover of the state retail system and the co-operatives (excluding sales of foodstuffs by the Central Union of Co-operatives on a commission basis) amounted to 667 thousand million roubles. As compared with 1957, the volume of retail trade at constant prices increased by 6 per cent. and, if vodka (the sales of which dropped) is excluded, this increase was equivalent to 7 per cent.

Despite the growth in sales, it was still impossible to meet the demand for certain types of consumer goods, particularly cotton cloth, leather footwear and furniture.

¹ See *Industry and Labour*, loc. cit., p. 108.

Education.

There were in all some 50 million students in the various branches of the educational system. In the general educational system, including evening schools for young and adult workers in industry and agriculture, the number of pupils during the 1958-59 school year showed an increase of 880,000 over 1957. Over 1,100 new schools were opened during this same period. More than 1.6 million persons completed their secondary education and qualified for a diploma in 1958.

The number of persons who took courses (including correspondence courses) at technical secondary schools and universities exceeded 4 millions. Of the students who registered in the autumn of 1958 for day classes at universities, 45 per cent. had done a spell of practical work after leaving secondary school.

Without giving up their jobs, over 3.6 million persons in 1958 attended classes at secondary schools or universities, or evening schools for young and adult workers in industry and agriculture, 1.7 millions of them at the secondary and university level.

The secondary technical schools and universities trained 840,000 young specialists (as against 770,000 in 1957), including 350,000 engineers and technicians for industry, building, transport and communications—a rise of 23 per cent. over 1957.

During the year under review ten new universities were established, five of them in the east of the country, viz. at Akmolinsk, Khabarovsk, Vladivostok, Petropavlovsk (Kamchatka) and Ust-Kamenogorsk. A number of new scientific research centres were also set up in the eastern Soviet Union.

The number of specialists with secondary school or university qualifications employed in the national economy increased during the year by 10 per cent. to 7.5 millions by the end of 1958.

The number of scientific workers rose by 9 per cent. as compared with 1957 and now totals 280,000; among workers in the technical sciences, physics, mathematics, and chemistry, the increase amounted to 12 per cent.

Welfare and Medical Facilities.

The medical care available to the population was steadily improved. Hospitals, maternity homes, dispensaries, day nurseries, and kindergartens were built, while health and prophylactic facilities, sanatoria, etc., were substantially enlarged. The number of hospital beds grew by 90,000 as compared with 1957 and the number of beds in sanatoria by 8,000. Day nurseries can cater for an additional 110,000 children. The number of doctors increased by 16,000.

In the summer of 1958 over 6.5 million children and young people went away to pioneer camps, children's sanatoria, tourist and excursion resorts, or else to summer colonies with kindergartens, children's homes and nurseries.

Housing.

The rate of house building in 1958 was unprecedented. The target fixed for 1958 by the Central Committee of the Party and by the Council of Ministers was 61 million square metres of living space. This included all types of housing, whether built by the State, private individuals with state assistance, municipalities, machine and tractor stations, state farms, forestry undertakings, etc.

However, even excluding building by collective farm workers and agricultural supervisory staffs, over 68 million square metres of living space were made available to the population, i.e. 7 million square metres more than the target.

Collective farm workers and agricultural supervisory staffs built an additional 700,000 houses.

MANPOWER

AN INTERNATIONAL APPRENTICE COMPETITION

An international apprentice competition was held from 4 to 13 August 1958, in connection with the Brussels 1958 Universal and International Exhibition.¹

Earlier Competitions.

The competition, organised on this occasion under the auspices of the Belgian Ministry for the Middle Classes, was the seventh of its kind. The six earlier ones had taken place in Madrid. In the first two, organised in 1950 and 1951, only Spanish and Portuguese competitors had participated, but in the third, held in 1953, apprentices from other countries (the Federal Republic of Germany, Morocco, Switzerland and the United Kingdom) also competed. Due to the widening scope of the competition an organising committee was established in 1954 and a set of rules drawn up. At later contests Belgium, France, Ireland, Italy and Luxembourg were also represented.

Results.

Coming from ten European countries, 143 apprentices entered for the Brussels competition. They were divided into two age groups: 16 to 18; and 19 to 21. The competitors were apprenticed to the following trades in their own countries: turners, fitters, wood-pattern workers, moulders, sheet-metal workers, locksmiths, blacksmiths, gas welders, joiners, cabinet-makers, carpenters, wood turners, stone cutters, stone masons, electricians (buildings), machine coil winders, goldsmiths, silversmiths, jewellers and copper-plate engravers. Each country was allowed one entry in each trade and age group. The examination was entirely practical in nature; there was no written or oral test.

Country	Number of entries	First prizes
Belgium	23	8
France	10	3
Federal Republic of Germany . .	12	3
Ireland	17	—
Italy	15	5
Luxembourg	4	1
Portugal	9	1
Spain	29	6
Switzerland	2	—
United Kingdom	20	4

The results given in the above table were announced on 15 August 1958, when an exhibition of some of the apprentices' work was held.

¹ Communication from the I.L.O. Correspondent in Belgium.

A SEMINAR ON ACTIVITIES FOR THE ELDERLY

A note on an international seminar on activities for the elderly, held at Königswinter (Germany) from 19 to 28 October 1958, will be found on page 203.

EMPLOYMENT TRENDS IN FINLAND IN 1958 AND MEASURES TO COUNTERACT UNEMPLOYMENT

Recent statistics on employment and unemployment in Finland show that the employment situation in 1958 deteriorated considerably from the previous year; more workers who were unable to find work on the open employment market had to be occupied in relief works.¹

Employment.

The new employment statistics introduced by the Finnish Bureau of Social Research in January 1958 have brought their industrial group into line with the United Nations International Standard Industrial Classification of All Economic Activities. The number of industrial undertakings from which data are received has now been increased from 367 to 561, thus covering about 47 per cent. of all the workers covered by the national industrial statistics.

Table I, which takes the month of August as the basis of comparison, shows an employment decrease in 1958 among industrial workers (—6.1 per cent.) and building workers in the private sector (—10.7 per cent.), whereas the number of workers employed in public building and construction considerably increased (government works : +9.8 per cent. ; municipal works : +24.5 per cent.).²

TABLE I. EMPLOYMENT SITUATION IN AUGUST 1958

Economic sector	Number of workers employed	Index (August 1957 = 100)
Industry :	147,189	93.9
Wood and paper	37,779	99.8
Iron and steel and metal trades . . .	40,248	94.3
Other	69,162	91.3
Building (private sector)	16,627	89.3
Government works	44,496	109.8
Municipal works	24,989	124.5

All industries except printing and engraving show an employment decline. This was particularly marked in textiles, mining, metal trades and in the clay, glass and stone industries.

¹ "Sysselsättningen i februari 1958", in *Sosiaalinen Aikakauskirja—Social Tidsskrift* (Socialministeriet, Helsinki), 52nd Year, 1958, Nos. 3-4, p. 170 (summary in English, p. 195). For a previous note on the employment situation in Finland, see *Industry and Labour*, Vol. XIX, No. 3, 1 Feb. 1958, p. 89.

² See "Sysselsättningen i augusti 1958", in *Sosiaalinen Aikakauskirja—Social Tidsskrift*, 52nd Year, 1958, Nos. 9-10, p. 388 (summary in English, p. 411).

Unemployment.

Table II shows that the number of unemployed workers increased by almost 400 per cent. over the previous year, and the number of works financed from relief funds was accordingly increased.

TABLE II. UNEMPLOYMENT IN AUGUST 1957 AND AUGUST 1958

Year and month	Number of unemployed ¹	Unemployed on works financed from relief funds	Total
August 1957	2,040	4,140	6,180
August 1958	4,353	19,352	23,705

¹ On municipal unemployment registers.

Of the 4,353 persons without work in August 1958, 2,048 (or 47 per cent.) were living in towns and boroughs, and 2,305 (or 53 per cent.) in rural districts. Of this figure 512 (or 12 per cent.) were women. Among the workers placed in relief works, 76 per cent. were placed by the municipal labour authorities and 24 per cent. were hired directly by the undertakings concerned.

Public Employment Service Activities.

The activities of the public employment offices reflect the more difficult situation of the employment market as compared with the previous year. Applications increased by 4.1 per cent., while the number of vacant jobs and placements decreased by 11.7 and 12.1 per cent. respectively. Table III gives the number of new applications at employment offices, vacancies notified, and placements.

TABLE III. PLACEMENT ACTIVITIES IN AUGUST 1957 AND AUGUST 1958

Year and month	Applications	Vacancies	Placements
August 1957	30,017	16,609	14,779
August 1958	31,233	14,659	12,998

The ratio of applications for work to vacancies notified can be seen in table IV, which shows the trend from 1953 to 1958. Table IV shows that

TABLE IV. NUMBER OF APPLICATIONS FOR WORK PER 100 VACANCIES NOTIFIED

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.
1953 . . .	473	604	511	391	233	146	114	112	137	223	371	438
1954 . . .	419	560	504	399	217	140	113	99	93	104	142	195
1955 . . .	242	278	298	261	159	95	80	77	75	80	123	171
1956 . . .	210	264	354	229	139	95	81	81	83	113	180	257
1957 . . .	289	354	413	325	190	164	170	202	233	320	473	603
1958 . . .	631	769	791	620	417	326	300	347	350	—	—	—

the number of applications, which for the month of August had been below that of job offers during the years 1954-56, rose sharply in August 1957 and August 1958. The disproportion between applications and vacancies was especially marked in 1958, in particular during the earlier months of the year.

Large-scale Organisation of Relief Works for the Unemployed.

Under the Employment Act of 29 December 1956, the Government and the municipalities must organise public emergency or relief works if all the other measures envisaged in the Act for creating a balance between labour supply and demand prove insufficient.¹ This has often proved necessary in recent years.

Responsibility for organising relief works. The Act prescribes the percentage of unemployed whose placement in special relief work is the Government's responsibility, and those for whom the municipality must find employment in its own public works. Each municipality is classified in a certain scale according to its financial position. As a rule the Government does not grant subsidies for the public works undertaken by municipalities, which are financially responsible for organising them. Municipalities which do not fulfil their obligations as regards the placement of unemployed workers must pay the costs incurred by the Government in providing relief jobs for these workers. The Government incurs the same liability vis-à-vis the municipalities if it fails to organise sufficient special relief works to absorb its share of the unemployed.

Number of jobs provided. The total number of unemployed persons and the number of emergency jobs provided in 1958 is shown in table V, which also compares the 1958 figures with those for the previous year.²

TABLE V. STATISTICS OF UNEMPLOYED AND EMERGENCY RELIEF
IN 1957 AND 1958
(January to September)

Month	1957.			1958		
	Total unemployed	Number of emergency jobs	Percentage	Total unemployed	Number of emergency jobs	Percentage
January . . .	68,465	60,169	88	80,745	70,757	88
February . . .	82,787	74,931	91	89,939	79,957	89
March . . .	93,290	88,086	94	94,231	84,757	90
April . . .	75,294	73,386	97	76,088	70,928	93
May . . .	31,205	30,598	98	49,670	47,501	96
June . . .	6,526	6,353	97	25,780	23,764	92
July . . .	3,502	3,043	87	19,784	17,805	90
August . . .	6,180	4,140	67	23,705	19,352	82
September . . .	17,715	12,400	70	37,396	31,288	84

The number of jobs provided by special relief works is usually at its peak in March. Table V shows that in March 1958, 84,756 workers out of

¹ For a description of the Act see *Industry and Labour*, Vol. XVII, No. 10, 15 May 1957, p. 394.

² See "Arbetslösheten samt den med sysselsättningsmedel avlönade arbetskraften under augusti och september 1958", in *Sosiaallinen Aikakaushirja—Social Tidskrift*, 52nd Year, 1958, Nos. 9-10, pp. 393-395.

a total of 94,231 unemployed workers (i.e. 90 per cent.) were occupied on such works. The jobs provided by municipalities were one-third of those provided by the Government. Of the remaining 9,475 workers who could not be placed, 2,408 (or 25 per cent.) were living in towns and boroughs, and 7,067 (or 75 per cent.) in rural communities; 89 per cent. of these 9,475 unemployed were men and 11 per cent. women.

The majority of the emergency relief jobs provided were on building and construction projects, but this does not mean that there was a corresponding increase in normal building activities, since most of the jobs were on existing projects. Every effort is made to obtain an even distribution of building employment over the whole year (many workers leave the building trade during the summer months) to offset fluctuations in the economic situation.

Emergency relief work for workers in Northern Finland. In Northern Finland, where unemployment is particularly high, forestry work represents in many localities the only source of income in winter. If there is a shortage of such work, it is up to the Government and the municipalities to provide alternative work for the unemployed. During the past ten winters the open employment market has rarely been able to offer even 50 per cent. of the necessary job opportunities, so that employment in winter is largely dependent on the organisation of special relief works. A recent survey carried out by the Ministry of Communications and Public Works showed that a permanent labour force is enrolled in these works, consisting of the same unemployed workers who winter after winter are unable to find employment in the normal way. In November 1957 one-fourth of the registered unemployed workers in the three northernmost districts of Finland had already been employed continuously on emergency work for the three preceding winters. In the north-lying district of Oulu one-third of the registered unemployed had been employed on similar relief work during the three preceding winters.¹

Geographic distribution of workers. Some of the building sites employ a large number of workers, e.g. the site set up in the district of Turku by the Administration for Road and Hydraulic Works, where about 10,000 men were employed in April 1958 on large road construction works. Not all of these workers resided in the Turku region; many had travelled long distances, coming from as far north as Lapland. The fact that workers are brought from such remote distances is partly explained by the desire of the authorities to give priority to the most urgent road projects, even if local unemployment is more than fully absorbed by them.

Housing. Satisfactory arrangements are being made for lodging workers from other regions. After some experimentation a type of temporary lodging was evolved which can easily be set up, dismantled and transported to other places. It was thus possible to accommodate within one week in Turku 250 workers in temporary housing provided with central heating, dining-room and bath facilities.

Mechanisation. The degree of mechanisation on emergency works is low in Finland and considerably less than in Sweden. Many types of works on which machinery would be used in Sweden are done by manual labour in Finland. In certain places the degree of mechanisation is so low that there is only one heavy machine for every 70 men, whereas in Sweden there is a similar machine for every ten to 15 men.²

¹ *Sosiaalinen Aikakauskirja—Social Tidskrift*, 52nd Year, Nos. 1-2, 1958, p. 10.

² Kungl. Arbetsmarknadsstyrelsen: *Arbetsmarknaden* (Stockholm), No. 7, Sep. 1958, pp. 152 and 166.

Women and emergency relief work. Women are employed as service personnel in the temporary lodgings and, exceptionally, in outdoor construction work, for instance in soil-levelling and other light work in the construction of airfields, etc. Cases of the latter type are, however, rather exceptional and concern unemployed women who must obtain work at any price.

MIGRATION

ITALIAN MIGRATION IN 1957

The Italian Central Statistical Institute has published figures on Italian emigration in 1957.¹

These figures show that in 1957 the number of Italian emigrants increased to 392,451 (from 383,077 in 1956), and that 286,972 of these travelled by air or land (as against 251,283 in 1956) and 105,479 by sea (131,794 in 1956). Thus, the decrease in the number of persons who moved by sea was offset by an increase in the number who travelled by land or by air.

Countries of Destination.

Table I reveals that, in 1957, 286,728 Italian emigrants (about 73 per cent. of the total) were bound for European countries, as compared with 245,906 (64 per cent. of the total) in 1956. Switzerland received 129,600, i.e. 33 per cent. of the total, as compared with 113,907, or 30 per cent., in 1956. This figure includes both seasonal and permanent migrants, the latter numbering about 9,000.

France received 114,974 of the emigrants, i.e. 29 per cent. of the total (as compared with 87,552, or 23 per cent., in 1956). Of these, permanent entries numbered 87,120 and seasonal migrants 27,854, the former figure representing an increase and the latter a decrease from 1956 (57,477 and 30,075 respectively).²

Permanent emigration to the Federal Republic of Germany increased to 3,578 (from 2,057 in 1956) and seasonal emigration dropped to 4,075 (from 8,850). Thus, total emigration from Italy to the Federal Republic of Germany decreased by more than 3,000. There was also a decrease in emigration to Austria, Greece, Spain, Sweden, the United Kingdom, Yugoslavia and European countries in general, with the exception of Belgium, Luxembourg and the Netherlands.

Emigration to overseas countries decreased by comparison with 1956 (104,013 and 135,352 respectively). The four overseas countries which received most Italian emigrants in 1956 (Australia, Canada, the United States and Venezuela) continued to occupy first place in 1957, in spite of substantial decreases from the previous year in each case, particularly as regards the United States, for which the figure was less than half that for the previous year (16,805 and 36,386 respectively). As for the other three countries, the respective figures were 17,003 for Australia (as against 25,631 in 1956), 24,536 for Canada (28,008 in 1956) and 19,899 for Venezuela (22,350 in 1956).

The only countries for which an increase was recorded were Argentina and Brazil.

¹ Istituto Centrale di Statistica: *Compendio Statistico Italiano* (Rome), 1958. For migration in 1956 see *Industry and Labour*, Vol. XIX, No. 12, 15 June 1958, pp. 492-495.

² *Documenti di Vita Italiana* (Rome), 8th Year, No. 82, Sep. 1958, p. 6491.

TABLE I. MIGRATION MOVEMENTS OF ITALIAN CITIZENS BY COUNTRIES OF DESTINATION OR LAST RESIDENCE, 1957 ¹

Countries of destination or last residence	Emigrants				Repatriates			Net emigration
	By air or land	By sea	Total	Assisted migration	By air or land	By sea	Total	Total
<i>Europe :</i>	282,398	4,330	286,728	109,323	175,916	2,779	178,695	108,033
Austria	1,100	—	1,100	—	1,050	—	1,050	50
Belgium	10,552	—	10,552	3,912	1,109	—	1,109	9,443
Fed. Rep. of Germany . .	7,652	1	7,653	6,924	4,653	—	4,653	3,000
France	110,856	4,118	114,974	82,908	39,074	2,563	41,637	73,337
Luxembourg	8,874	—	8,874	27	8,435	—	8,435	439
Netherlands	2,420	—	2,420	2,280	121	—	121	2,299
Switzerland	129,600	—	129,600	10,615	120,100	—	120,100	9,500
United Kingdom	10,589	6	10,595	2,657	1,059	1	1,060	9,535
Other countries	755	205	960	—	315	215	530	430
<i>Mediterranean countries ² :</i>	183	1,527	1,710	—	174	2,584	2,758	—1,048
<i>Overseas countries :</i>	4,391	99,622	104,013	32,168	323	32,219	32,542	71,471
Argentina	—	14,928	14,928	13,283	9	4,394	4,403	10,525
Australia	287	16,716	17,003	5,360	18	2,755	2,773	14,230
Brazil	27	6,130	6,157	5,358	14	2,626	2,640	3,517
Canada	1,345	23,191	24,536	834	5	2,437	2,442	22,094
United States	841	15,964	16,805	—	106	5,890	5,996	10,809
Uruguay	—	1,044	1,044	907	—	484	484	560
Venezuela	210	19,689	19,899	5,154	61	12,523	12,584	7,315
Other countries	1,681	1,960	3,641	1,272	110	1,110	1,220	2,421
<i>Total . . .</i>	286,972	105,479	392,451	141,491	176,413	37,582	213,995	178,456

¹ The emigration figures refer to Italian citizens travelling abroad to engage in an occupation for their own account or that of another person ; dependants of such persons, whether accompanying the emigrant or travelling abroad to join an emigrant already established there ; and persons transferring their residence abroad or called there by persons other than relatives and not intending to take up an occupation. The repatriation figures refer to Italian citizens having originally left Italy for one of the reasons mentioned above. " Assisted Migration " means migration carried out with the financial assistance of government agencies (Italian or foreign) or international organisations such as the Intergovernmental Committee for European Migration (I.C.E.M.).

² These are : Algeria, Cyprus, Egypt, Israel, Lebanon, Libya, Malta, Morocco, Syria, Tunisia and Turkey.

Assisted Emigration.

In 1957 assisted emigration accounted for 36 per cent. of total emigration. By comparison with the previous year there was an increase of over 6,000 (141,491 and 134,872 respectively).

As in 1956, 77 per cent. of all assisted emigrants went to European countries. Table I shows that France received the greatest number (82,908), followed by Switzerland (10,615) and the Federal Republic of Germany (6,924).

Assisted emigrants accounted for about 31 per cent. of total overseas emigration. Of the persons who went to Argentina, about 89 per cent. were assisted emigrants; the corresponding percentage for Brazil was 87.

Repatriations.

In 1957 there were upward of 20,000 more repatriations than in 1956. As in the previous year, most of the repatriates (84 per cent.) came from European countries, mainly Switzerland (120,100 as compared with 105,900 in 1956), France (41,637 against 32,675 in 1956) and Luxembourg (8,435 against 6,500 in 1956); many of these were seasonal migrants. Overseas repatriates came mainly from Venezuela (12,584 against 12,215 in 1956) and the United States (5,996 against 5,578 in 1956).

TABLE II. AREAS OF ORIGIN OR DESTINATION IN ITALY
(*Seaborne migration movements, 1957*)

Areas of origin or destination	Emigrants			Repatriates		
	European and Mediterranean countries ¹	Over-seas countries	Total	European and Mediterranean countries ¹	Over-seas countries	Total
Abruzzi and Molise . .	45	15,679	15,724	25	3,976	4,001
Basilicata (Lucania) . .	20	3,007	3,027	18	635	653
Calabria	743	15,630	16,373	317	2,742	3,059
Campania	635	13,905	14,540	570	5,566	6,136
Emilia/Romagna . . .	305	1,999	2,304	202	1,110	1,312
Friuli/Venetia Julia . .	43	6,196	6,239	66	1,764	1,830
Lazio	359	7,230	7,589	150	2,657	2,807
Liguria	87	1,385	1,472	145	889	1,034
Lombardy	242	2,085	2,327	195	1,169	1,364
Piedmont	76	1,567	1,643	55	925	980
Puglie	106	6,678	6,784	69	2,348	2,417
Sardinia	840	288	1,128	910	84	994
Sicily	870	12,353	13,223	1,594	3,925	5,519
The Marcas	15	1,767	1,782	12	637	649
Trentino/Alto Adige (Süd-tirol)	17	603	620	17	172	189
Tuscany	1,290	2,257	3,547	817	937	1,754
Umbria	47	343	390	25	189	214
Valley of Aosta . . .	3	19	22	1	14	15
Veneto	100	6,462	6,562	132	2,282	2,414
Unspecified	14	169	183	43	198	241
Total	5,857	99,622	105,479	5,363	32,219	37,582

¹ These are : Algeria, Cyprus, Egypt, Israel, Lebanon, Libya, Malta, Morocco, Syria, Tunisia and Turkey.

Net Emigration.

Net emigration in 1957 was less than in 1956 (178,456 as compared with 189,509): while the figure for European countries of destination increased from 87,481 to 108,033, that for overseas countries dropped by more than 34,000.

Unlike in 1956, Europe accounted for the bulk of net emigration (about 60 per cent.). For France alone the figure was 73,337, more than that for all overseas countries combined (71,471). Next in order came Canada (22,094) and Australia (14,230).

Italian Areas of Origin.

Table II shows that most of the Italian emigrants who travelled by sea (about 57 per cent.) came from the following four areas; Calabria, Abruzzi and Molise, Campania and Sicily. The proportion was much the same in 1956.

Workers and Dependants.

Table III shows that, out of the 105,479 migrants who left by sea, only 33,703 were workers, the balance (71,776, or 68 per cent.) being made up of their dependants.

Even on a country-by-country basis the latter usually numbered more than the workers, the only exceptions being the European countries (2,991 workers and 1,339 dependants) and Venezuela (9,882 workers and 9,807 dependants).

TABLE III. EMIGRATION OF ITALIAN WORKERS AND THEIR DEPENDANTS, BY SEX AND COUNTRY OF DESTINATION
(Seaborne migration movements, 1957)

Countries of destination	Workers			Dependants			Grand total
	Men	Women	Total	Men	Women	Total	
<i>Europe :</i>	<i>2,911</i>	<i>80</i>	<i>2,991</i>	<i>409</i>	<i>930</i>	<i>1,339</i>	<i>4,330</i>
France	2,794	76	2,870	374	874	1,248	4,118
Other European countries	117	4	121	35	56	91	212
<i>Mediterranean countries¹:</i>	<i>662</i>	<i>77</i>	<i>739</i>	<i>273</i>	<i>515</i>	<i>788</i>	<i>1,527</i>
<i>Overseas countries :</i>	<i>29,389</i>	<i>584</i>	<i>29,973</i>	<i>24,607</i>	<i>45,042</i>	<i>69,649</i>	<i>99,622</i>
Argentina	3,381	108	3,489	3,650	7,789	11,439	14,928
Australia	3,851	87	3,938	3,853	8,925	12,778	16,716
Brazil	2,067	37	2,104	1,524	2,502	4,026	6,130
Canada	6,093	127	6,220	6,199	10,772	16,971	23,191
United States	3,428	80	3,508	4,452	8,004	12,456	15,964
Uruguay	236	1	237	249	558	807	1,044
Venezuela	9,750	132	9,882	4,217	5,590	9,807	19,689
Other overseas countries	583	12	595	463	902	1,365	1,960
<i>Total . . .</i>	<i>32,962</i>	<i>741</i>	<i>33,703</i>	<i>25,289</i>	<i>46,487</i>	<i>71,776</i>	<i>105,479</i>

Source: Istituto Centrale di Statistica: *Bollettino mensile di statistica*, Mar. 1958, 33rd Year, No. 3, p. 8.

¹ These are: Algeria, Cyprus, Egypt, Israel, Lebanon, Libya, Malta, Morocco, Syria, Tunisia and Turkey.

Out of the total number of workers, Venezuela received 29 per cent. and Canada 18 per cent. As for the dependants, Canada received 24 per cent., Australia 18 per cent. and the United States 17 per cent.

Sex and Age.

Of all the emigrants who left by sea 55 per cent. (58,251) were men. Of the dependants, 65 per cent. were women ; on the other hand, practically all of the workers (about 98 per cent.) were men.

The repatriation figures given in table IV show that most of the repatriates (79 per cent.) were between 20 and 55 years of age, and that about 37 per cent. (11,855) were between 25 and 35.

TABLE IV. ITALIAN MIGRANTS TRAVELLING BY SEA,
BY AGE AND SEX ¹

Age bracket	Emigrants			Repatriates		
	Men	Women	Total	Men	Women	Total
Under 14 years	10,710	9,910	20,620	1,339	1,297	2,636
14-20 "	7,180	5,300	12,480	519	391	910
20-25 "	9,733	7,438	17,171	2,501	923	3,424
25-35 "	14,367	10,585	24,952	9,324	2,531	11,855
35-45 "	5,521	4,948	10,469	4,858	1,415	6,273
45-55 "	3,635	3,701	7,336	2,902	1,126	4,028
55-65 "	1,488	2,324	3,812	933	999	1,932
65 or more	755	1,082	1,837	507	623	1,130
Age unknown	607	338	945	17	14	31
Total	53,996	45,626	99,622	22,900	9,319	32,219

¹ The table does not include figures for the European countries and the Mediterranean countries listed in footnote 2, table I.

Occupations.

Most of the emigrants aged 14 and above who travelled by sea (48,517, or 58 per cent.) had an occupation, and 33,099 were manual workers or craftsmen. Most of the latter group went to Venezuela (9,808), Canada (6,567) and the United States (4,306). Table V shows that agricultural workers represented about 15 per cent. of the total and emigrated primarily to Argentina (3,089), Canada (2,870) and Oceania (2,016).

Of the persons who did not have (or did not declare) an occupation 7,665 went to Canada, 6,457 to Oceania, 6,264 to the United States and 5,726 to Argentina.

Bilateral Migration Agreements.

In 1957 Italy concluded the following bilateral migration agreements, among others: the Agreement of 16 January 1957 with Luxembourg, concerning the emigration of Italian workers (and the accompanying exchange of notes) ¹; the Migration Protocol between Italy and Argentina of 25 November 1957 dealing, among other things, with pensions and the transfer of funds ²; and the Protocol of 11 December 1957 with Belgium concerning the working conditions of Italians miners in that country and the resumption of migration movements interrupted in 1956 as a result

¹ *Industry and Labour*, Vol. XIX, No. 12, 15 June 1958, p. 488.

² *Ibid.*, No. 10, 15 May 1958, p. 406.

TABLE V. ITALIAN EMIGRANTS AGED 14 AND ABOVE, BY OCCUPATION
AND COUNTRY OF DESTINATION
(Seaborne migration movements, 1957)

Occupation	Americas						Oceania	Other areas	Total
	Argentina	Brazil	Canada	United States	Venezuela	Other countries			
Agriculture . .	3,089	468	2,870	1,123	1,888	178	2,016	464	12,096
Employers and liberal professions	203	202	100	305	658	170	51	263	1,952
Supervisors and salaried employees . . .	125	186	98	346	326	43	96	150	1,370
Workers and craftsmen :	2,690	2,214	6,567	4,306	9,808	333	3,682	3,499	33,099
<i>Bricklayers</i> . .	579	538	1,614	632	2,287	51	529	285	6,515
<i>Mechanics</i> . .	338	664	623	441	1,573	79	382	217	4,317
<i>Carpenters</i> . .	187	142	451	281	792	24	180	60	2,117
<i>Cobblers and tailors</i> . . .	500	169	449	671	967	68	271	54	3,149
<i>Others</i>	1,086	701	3,430	2,281	4,189	111	2,320	2,883	17,011
No occupation, or no occupation declared ¹	5,726	1,916	7,665	6,264	4,246	631	6,457	1,614	34,519
Total . . .	11,833	4,986	17,300	12,344	16,926	1,355	12,302	5,990	83,036

¹ Not including 445 emigrants of unknown age.

of the recent Belgian mine disasters. Under this Protocol the Belgian Government is to take various measures to improve safety conditions in mines, to ensure Italian participation in the work of supervision, to improve standards of vocational training for miners, to reform the wages and social security system and to provide housing for Italian emigrants.¹

Co-operation between I.C.E.M. and the Italian Government.

The Italian Government continued to co-operate with the Intergovernmental Committee for European Migration (I.C.E.M.)² in the implementation of family migration programmes and in the work of the Selection Assistance Service; thanks to the latter, 2,662 Italian workers emigrated overseas in 1957. Part of the Service's work consisted in the supply of information to prospective migrants.

In 1957 I.C.E.M., in co-operation with the Italian Ministries of Foreign Affairs, Labour and Education, organised 47 preparatory and 37 advanced vocational training courses.

¹ *Relazioni Internazionali* (Milan), 21 Dec. 1957, p. 1492.

² A recent note on the activities of this body appeared in *Industry and Labour*, Vol. XXI, No. 5, 1 Mar. 1959, p. 175.

TABLE VI. ITALIAN REPATRIATES AGED 14 AND ABOVE,
BY COUNTRY OF LAST RESIDENCE AND OCCUPATION
(Seaborne migration movements, 1957)

Occupation	Americas						Oceania	Other areas	Total
	Argentina	Brazil	Canada	United States	Venezuela	Other countries			
Agriculture . .	511	213	570	781	1,919	125	800	544	5,463
Employers and liberal professions	200	158	25	250	426	87	43	244	1,433
Supervisors and salaried employees . . .	177	98	20	247	193	41	42	234	1,052
Workers and craftsmen :	1,382	1,038	1,267	1,928	7,148	253	1,392	2,613	17,021
Bricklayers . .	246	181	467	418	1,783	50	340	322	3,807
Mechanics . .	273	320	119	150	1,015	63	163	318	2,421
Carpenters . .	100	107	79	104	707	12	72	86	1,267
Cobblers and tailors . . .	103	110	50	204	664	23	54	71	1,279
Others	660	320	552	1,052	2,979	105	763	1,816	8,247
No occupation or no occupation declared ¹ . .	1,634	824	388	2,325	1,960	256	269	1,574	9,226
Total . . .	3,904	2,331	2,270	5,531	11,646	788	2,546	5,209	34,195

¹ Not including 29 emigrants of unknown age.

Assistance to Italians Established Abroad.

In 1957-58 the Italian Government continued to provide economic, social, health and legal assistance for its nationals abroad, in a total amount of 600 million lire, the same figures as during the previous year. The corresponding figure for 1955-56 was 480 million and that for 1954-55, 460 million.

Transfer of Funds.

In 1957 the total amount of funds transferred by Italian emigrants increased considerably, to \$187,312,000, as compared with \$154,489,000 in 1956 and \$124,692,000 in 1955. In addition, it is estimated that \$120 million was transferred through unofficial channels.

CONDITIONS OF WORK

HIGHER MINIMUM WAGES IN BRAZIL

As a result of the rise in prices in Brazil, a decree was issued on 24 December 1958 fixing new minimum wage rates.¹

The last minimum wage order dates back to July 1956, when a rate of 3,800 cruzeiros was established for the federal capital. Since this last increase was granted, the cost-of-living index for the capital is reckoned to have risen by about 45 per cent.

New Rates.

The new rates vary from 2,500 cruzeiros in the Pianó region to 5,700 in Rio de Janeiro, 5,900 in São Paulo, and 6,000 in the Federal District.

These rates apply in state capitals. Each district is divided into sub-districts in which lower rates are in force; these are also related to the cost of basic items such as food, clothing and housing.

The new rates will remain in force for three years unless there is an exceptional rise in the cost of living.

Price Stabilisation.

In order to maintain the real value of the workers' minimum wage, the Government took measures, before issuing the order, to halt the rise in the cost of living and particularly the prices of staple foodstuffs. The Minister of Labour, during a visit to São Paulo, stated that these measures would be strictly enforced even if this meant that economic controls had to be imposed.

HOURS OF WORK IN THE FEDERAL REPUBLIC OF GERMANY

INTRODUCTION OF A 40-HOUR WEEK IN THE TOBACCO INDUSTRY

The 40-hour week came into force on 1 January 1959 for workers in the tobacco industry of the Federal Republic of Germany, whose total number is estimated at about 15,000.²

Normal hours of work in the tobacco industry have hitherto been 42½ a week. The last reduction in hours of work in the industry took place as a result of an agreement reached in November 1956, shortly after the publication of the programme of activities of the German Confederation of Trade Unions³, which called for the introduction of a 40-hour week. The fact that tobacco manufacture is the first major industry in which this has been achieved is therefore significant.

Since 70 per cent. of the workers in cigarette factories in the Federal Republic are women, the extra leisure resulting from this latest reduction in hours of work will make it far easier for them to combine their jobs with their household duties.

¹ Communication from the I.L.O. Correspondent in Brazil.

² Deutscher Gewerkschaftsbund: *DGB Nachrichtendienst* (Düsseldorf), 8 Jan. 1959.

³ See *Industry and Labour*, Vol. XIII, No. 5, 1 Mar. 1955, pp. 240-243.

FIRST MEETING OF THE INDIAN INDUSTRIAL COMMITTEE ON JUTE

The first meeting of the Indian Industrial Committee on Jute was held at Calcutta on 1 and 2 August 1958.¹

Attendance.

Mr. G. Nanda, Minister for Planning, Labour and Employment of the Government of India, was Chairman of the meeting, which was attended by the Deputy Minister for Labour, Government of India, and the Labour Minister, West Bengal Government. The workers' side was represented by delegates from the Indian National Trade Union Congress (I.N.T.U.C.), the All India Trade Union Congress (A.I.T.U.C.), the Hind Mazdoor Sabha and the United Trade Union Congress, while the employers' side was represented by delegates from the Indian Jute Mills Association, the Employers' Federation of India and the All-India Organisation of Industrial Employers.

Agenda.

The agenda of the meeting was as follows:

- (a) The closing-down of jute mills.
- (b) Rationalisation in the jute industry.
- (c) Reduction of the employment of women in the jute industry.
- (d) Appointment of a wage board in the jute industry.

Papers Submitted to the Meeting.

Papers were submitted to the meeting by the Government, the Indian Jute Mills Association, the I.N.T.U.C. and the A.I.T.U.C. They dealt with the developments and problems of the Indian jute industry, with particular reference to the items on the agenda.

Developments in the Industry.

The jute industry in India is a little over a century old. There are at present 112 jute mills in the country, of which 101 are in West Bengal, four in Andhra, three in Bihar, three in Uttar Pradesh and one in Madhya Pradesh. The industry employed in 1957 about 220,000 workers and 80 per cent. of the jute goods produced in India were exported. As a result of the partition of the Indian subcontinent, two-thirds of the jute-growing area went over to Pakistan, while all the mills remained in India. Since 1948 difficulties in obtaining supplies of raw jute from Pakistan arose and curtailment of production by a restricted working of the mills became inevitable. Other unfavourable factors which affected the industry included the fact that, although the world demand for packaging materials increased after the Second World War, substitutes such as paper bags, cloth bags, bulk-handling, etc., developed, and mills in India equipped with old and obsolete machinery had to compete with mills in the United Kingdom and other European countries equipped with modern high-speed machinery.

Closure of Mills and Rationalisation of the Industry.

As a result of these factors, a number of jute mills were closed since 1957 partly for financial reasons and partly on account of the rationalisation programme which involved modernisation of machinery and the concentration of production in a smaller number of more efficient units. When it was found that the process of rationalisation was reacting adversely on employ-

¹ Communication from the I.L.O. Branch Office in New Delhi.

ment in the industry the Government of West Bengal appointed in June 1957 an *ad hoc* tripartite committee with the following terms of reference :

- (a) to outline a phased programme of rationalisation in the jute works ;
- (b) to establish job categories ;
- (c) to fix workloads and increase wages where the workload justifies this ; and
- (d) to fix the retiring age for each category of workers, within the framework of the rationalisation programme.

This committee had not finished its work when the Industrial Committee met.

Employment of Women in the Industry.

According to a survey sponsored by the Government of West Bengal the number of female workers in the industry fell from about 30,000 in 1951 to 20,000 in 1956. Among the reasons given for this development were the added financial burden imposed on the employer by law for maternity benefits, etc. ; the West Bengal Factories Rules (prescribing a maximum workload for women) with which the employers could not comply ; and increased shift working necessitated by modernisation of machinery.

A Wage Board for the Jute Industry.

Prior to 1948 the wage structure in the industry was haphazard and different factories paid different wage rates. In 1948 an attempt was made, by an award issued by a labour tribunal, to standardise the wage structure. Although the minimum wages laid down by this award were subsequently modified the wage structure has not been changed and is not at present based on workload or job evaluation. This explains item (c) of the terms of reference of the *ad hoc* tripartite committee. Furthermore, in October 1956 the Government of India suggested the setting up of central wage boards in certain selected industries, including the jute industry.

Decisions of the Committee.

The Committee affirmed the general policy relating to rationalisation as enunciated in the First and Second Five Year Plans of the Government of India, recognised the need for protecting the interests of women workers and decided to examine the question of the grant of certain benefits to the workers. It also took the following decisions in regard to the various specific items on the agenda.

Rationalisation. The Committee suggested that the *ad hoc* tripartite committee appointed by the West Bengal Government should go into the question of rationalisation. It should be assisted by a special officer to be appointed by the Government.

Reduction in the Employment of Women. It was felt that there should not be any more reduction in the number of women workers and requested the state government to conduct a thorough investigation into the causes of the falling-off of the number women employed in the jute industry, and suggest measures to combat this trend.

Wage board. The Committee accepted in principle the appointment of a wage board for the industry, but could not fix any time limit for implementation of its decision. It suggested, however, that pending the constitution of such a board measures should be initiated to have a correct appraisal of the position as regards cost of living, wages and other factors in the jute industry. For this purpose it recommended that a questionnaire be issued and information collected.

INTRODUCTION OF THE 45-HOUR WEEK IN NORWAY

The Norwegian Parliament passed an Act on 6 November 1958 reducing hours of work from 48 to 45 a week.¹

Under the new Act, which amends the Labour Protection Act, 1956², and the Hours of Work (Bakeries) Act, 1918, the 45-hour week will be introduced by stages, on 1 March 1959 and 1 March 1960 respectively, each stage involving a reduction of an hour-and-a-half in the working week. On the other hand, until the end of 1960, overtime may be worked up to a maximum of 30 (instead of 25) hours in any four-weekly period.

As was reported earlier³, before this Act was passed, the Norwegian Confederation of Employers and Federation of Trade Unions decided in January 1958 that the 45-hour week should be introduced by collective agreement for all workers who at that date were working a longer week.

This general reduction in working hours to 45 a week has led to some controversy between employers and workers over Saturday work. The largest chocolate factory in Norway has tried the experiment of giving its workers Saturdays off during the summer months, and its example will probably be followed by the remainder of the chocolate trade. Another experiment is being made in the tobacco industry under an agreement between the Confederation of Employers and the national trade union for the industry. In this case the recommended procedure was introduced by a large tobacco firm, which gives its workers every other Saturday off, so that a 42½-hour week alternates with a 47½-hour week. Other schemes, varying according to circumstances, are in preparation in this and other industries.

CO-OPERATION

THE CO-OPERATIVE MOVEMENT IN FRANCE

ACTIVITIES OF THE EDUCATION AND TRAINING SECTION OF THE FRENCH AGRICULTURAL CO-OPERATIVE CENTRE

The training programme for the last quarter of 1958 of the Education and Training Section of the French National Agricultural Co-operative Centre gives interesting information on this particular aspect of the co-operative movement in France.⁴

Most of the activities of the Education and Training Section are devoted to questions concerning the co-operative movement as a whole and not to any one particular branch. Courses lasting for three or four days are held in many French towns. They bring together managers, public officials and others concerned in the working of co-operatives. Lectures are given

¹ Communication from the I.L.O. Correspondent in Norway. See also *News of Norway* (Oslo), Vol. 15, 13 Nov. 1958, No. 39.

² *I.L.O. Legislative Series*, 1956—Nor. 2.

³ See *Industry and Labour*, Vol. XIX, No. 10, 15 May 1958, pp. 408-409.

⁴ Centre national de la coopération agricole : *Programme national de formation et de perfectionnement : quatrième trimestre, 1958* (Paris, 1958).

in public speaking, office administration, problems of co-operative management, elementary studies in labour problems, management organisation, sales practical training for heads of undertakings, management and organisation of meetings.

These special courses were of interest to co-operative societies in the following fields: supply, dairy, fruit and vegetable co-operatives and farmers' co-operatives for hiring farm machinery. The cost of the courses is usually defrayed by the participants, who pay their own expenses and also contribute to the cost of organising and running them. The lectures are given by various instructors, some of whom are experts in various fields related to the co-operative movement. Guided tours and discussions complete each course.

The services of the National Agricultural Co-operative Centre are at the disposal of any co-operative society or union wishing to hold meetings, correspondence courses, etc., especially in the field of supervisor training.

AN EXPERIMENT IN INTER-CO-OPERATIVE RELATIONS

A co-operative society for distributing and marketing agricultural produce, known as "CREPA" (*Coopérative de répartition et d'échange de produits agricoles*), has been set up by the Marseilles Federation of Agricultural Associations.¹

The society, which is a new experiment in inter-co-operative relations, is an organisation associating rice and olive-oil consumer co-operatives with agricultural organisations supplying these products. It has taken over the risks involved in the handling and marketing of these perishables. The agricultural and consumer co-operatives involved have not amalgamated but merely defined relations on points which may concern the societies. "CREPA" has already been in existence for 26 months, and it is hoped the results already achieved may encourage the establishment of other co-operatives of this type throughout France, especially wherever a particularly important market for consumer produce is situated near a group of agricultural co-operatives.

DEVELOPMENT OF INDUSTRIAL CO-OPERATIVES IN INDIA

The Government of India is going ahead with measures for the development of the co-operative sector which are part of the Second Five-Year Plan (1956-61).²

The Government, in an Industries Policy Resolution issued in 1956, affirmed that in order to realise the objective of a Socialist pattern of society it is essential to build up a large and growing co-operative sector. It has therefore been decided that cottage and small-scale industries will be organised more and more on co-operative lines so as to enable the small producer to secure the advantages of buying raw materials and selling his products on a large scale, of getting access to industrial credit and of utilising improved methods and techniques of production. Emphasis is laid on the organisation of producer co-operatives, for village industries, and on

¹ Fédération nationale des coopératives de consommation: *Le Coopérateur de France* (Paris), 22 Mar. 1958.

² Reserve Bank of India: *Co-operative News Digest* (Bombay), June 1958, pp. 111-113.

supply and marketing co-operatives for small-scale industries and handicrafts.

In the Second Five-Year Plan provision has tentatively been made for an outlay of 2,000 million rupees for the development of small industries on the above lines. The accompanying table shows how this sum is shared among the various industries.

ALLOCATION OF FUNDS TO VARIOUS INDUSTRIES
(In millions of rupees)

Industry	Allocation
Handloom weaving	595
Khadi (hand-spun yarn) spinning and weaving . . .	167
Village industries ¹	388
Handicrafts.	90
Small-scale industries	550
Sericulture, coir	60
Administration, research, etc.	150
Total . . .	2,000

¹ Hand pounding of rice, vegetable oil extraction, tanning, etc.

This provision does not include working capital finance, which will be made available by Government in the first two or three years of the Plan period.

Marketing assistance, credit facilities and the improvement of methods and techniques of production are some of the measures that are contemplated to be taken during the Plan period. For the improvement of marketing arrangements within the country, it is proposed that new emporia and sales depots, as well as craft museums, should be set up, and that mobile van be used for serving rural markets and fairs. Export markets are to be developed through participation in international exhibitions and trade fairs.

A Village and Small-scale Industries Committee which was set up has advocated a scheme of assured marketing for the products of assisted industries, whose entire output, it has been suggested will be purchased at predetermined prices. A co-ordinated policy for credit to these industries has also been advocated in the second Plan; in the meantime short-term and long-term credit is available to small industries from the state governments under the State Aid to Industries Acts, and from state finance corporations, co-operative banks and normal banking institutions. It is also envisaged that the Reserve Bank of India will take an active part in the provision of short-term credit for industrial co-operatives. Technological improvements are contemplated by means of research, training and extension schemes, and by the organisation of common facility units.

It is stated that the ultimate goal of all government assistance is to make the industries self-supporting in the course of the next 15 years, and it is expected that co-operative societies will be able to build up their own funds sufficient for the working of these units.

WORKERS' EDUCATION

I.L.O. SEMINAR ON WORKERS' EDUCATION

A note on an International Seminar on Workers' Education, convened in Geneva from 1 to 6 December 1958 by the International Labour Office as part of its Workers' Education Programme will be found on page 197.

WORKERS' EDUCATION IN CANADA

CATHOLIC CONFEDERATION OF LABOUR ACTIVITIES

At the Annual Congress of the Canadian and Catholic Confederation of Labour held in September 1958 a report was submitted by the educational branch of the Confederation and some of its conclusions and recommendations adopted.¹

A brief analysis is given below of the main points of the report and its recommendations.

Education and Trade Union Policy.

Experiments it has made have convinced the educational branch that the movement's educational work must concentrate at least as much on new problems affecting the policy of the Confederation itself as on the study of technical subjects. With this in mind the branch organised a seminar in June 1958 with the twofold theme: automation and its consequences, and the unionisation of shop and office workers.

This seminar proved of great benefit to those who attended it but unfortunately they were few in number (this, incidentally, shows up the difficulty encountered by any trade union movement in bringing together all those responsible for thinking out its policy).

The experiment led the educational branch to the conclusion—endorsed by the Congress—that study and educational programmes must form an integral part of trade union life if they are to deal adequately with the subjects which enter into policy-making. Seminars should, therefore, be held for the headquarters staff of the Confederation, its member federations and central councils, in order to supplement and extend the action begun by the educational branch.

Education and Practical Trade Unionism.

The educational branch considered that the aim of education should be to permeate trade union life at all levels instead of being looked upon simply as a sideline. Every meeting, at whatever level, should be treated as an occasion for study as well as for the despatch of business. Each type of trade union activity (organising, bargaining, arbitration or strikes) was also an opportunity for education. All trade union officials responsible for helping the workers to take part in union affairs should be trained to educate the membership in the ideals of the movement as well as in technical matters.

¹ Canadian and Catholic Confederation of Labour: *L'éducation ouvrière à la C.T.C.C. en 1958-59* (Quebec—in French only). For a note on other aspects of workers' education in Canada see *Industry and Labour*, Vol. XIX, No. 8, 15 Apr. 1958, p. 325.

The educational branch itself was making an effort to provide these officials with the information they needed and to arrange courses on modern educational techniques. The Congress endorsed these views and recommended that the full-time officers of the Confederation, its affiliated federations and Central Councils should be required to attend these courses in order to be able to carry on their educational work more effectively in their particular spheres.

Trade Union Training Centre.

Continuing the investigations recommended by the Congress in 1957, the educational branch had drawn up a detailed scheme for a permanent trade union training centre.

This scheme was based on educational experience acquired in past years and on a forecast of the movement's needs. Residential courses would eliminate the fatigue experienced by members attending night courses after their day's work, the travelling involved, and the difficulty of studying at home. A centre of this kind, by fostering community life, would enhance the value of the education and training given; it would also give continuity and depth to the educational process. Moreover, in the future, with the extension of membership to new groups such as non-manual workers, and the growing complexity of negotiations as a result of technological progress, it would be invaluable to have a permanent centre where negotiating committees and trade union officials could meet for spells of study or reflection.

A first step in this direction was taken by the educational branch in 1957 and 1958 to meet these needs at least in part; a labour school, a trade union training course and seminars for permanent officials were organised to enable a number of training programmes to be carried out. These efforts will be continued in 1959.

Nevertheless, these schemes did not have all the advantages of a permanent centre. The Catholic Farmers' Union and the Quebec Co-operative Council had been approached and had expressed their willingness to help in setting up such a centre. As a result, the Congress of the Confederation decided to open a special fund for the establishment of a permanent trade union centre and to earmark for this purpose an annual contribution of 5,000 dollars from the general budget.

Radio, Television and Films.

The educational branch of the Confederation co-operates with various broadcasting and film-producing agencies in order to ensure that labour matters are not overlooked in their programmes or productions. This co-operation has been particularly close in the case of the Canadian Broadcasting Corporation and the National Film Board.

In order to encourage these links and to foster the effective use of these media, the Congress recommended that regional listeners' committees should be formed as a first step towards an investigation into the contents and value of various broadcasts of an educational or informative nature.

School Standards.

The unsatisfactory standard of elementary education received by workers led the educational branch to conduct a three-year survey of school finance and administration. This survey ended with the submission in 1958 of a report to the Superintendent of Education advocating the introduction of free schooling and the democratisation of the school system.

Passing from administration to the contents of the syllabus the Congress acknowledged the need for an investigation into the importance of general education in modern industrial employment. It was decided to appoint a Committee for this purpose to make a report to the appropriate authorities.

Political Education Committee.

Lastly, the Congress decided to appoint an education committee to guide the educational branch of the Confederation and the regional educational committees as regards the contents and techniques of the movement's political education programmes.

EMPLOYERS' AND WORKERS' ORGANISATIONS

NEW ZEALAND EMPLOYERS' FEDERATION

FIFTY-SIXTH ANNUAL GENERAL MEETING

The 56th Annual General Meeting of the New Zealand Employers' Federation was held in Wellington on 4 November 1958.¹

President's Address.

In his address to the meeting the President of the Federation, Mr. C. R. Nicolson, stressed the economic difficulties of the country, mainly due to the fall in prices of its export products. The best way for New Zealand to face these difficulties was to increase her production and for the individual to increase his productivity. There were obstacles to be overcome before this could be achieved. A new approach to workmanship and the dignity of labour must be obtained, the easy circumstances under which the new generation had grown up having had a deteriorating effect on the willingness to make a personal effort. There was also a lack of incentive to save, due to the taxation system which discouraged thrift, industry and creative ability and talent. That portion of the population which saved most was taxed most heavily, in order that more could be given to those who did not save.

Annual Report.

General wage orders. The annual report presented to the meeting expressed anxiety at the fact that the New Zealand Federation of Labour had made an application to the New Zealand Court of Arbitration for a new general wage order. It pointed out the dangers of the existing economic situation and stated that any general wage increases would adversely affect production costs and the competitive position of New Zealand industry in overseas markets. This would finally react against the very workers for whom the increases were sought.

The consumers' price index. The report questioned the reliability of the consumers' price index as one of the important "barometers" used to fix wage levels. As one of the official yardsticks on the basis of which the country's wage levels are computed, the index should reliably measure the price movements of only those items which genuinely comprise a family's regular and legitimate living costs. Too much weight was given, for instance, to tobacco and alcohol, where price changes (due to taxation) had recently increased the whole index by 3.25 per cent. Besides, there was no justification

¹ Annual Report of the New Zealand Employers' Federation (Wellington, mimeographed). For a note on the 54th Annual General Meeting see *Industry and Labour*, Vol. XVII, No. 9, 1 May 1957, p. 376.

tion for including the specific tax content of any commodity which formed part of the index. Employers should not be forced to raise wage rates to offset higher government taxation on certain commodities. The responsibility for determining the structure of the index should not be left to the statistics department, nor to the Government, but to an independent judicial committee to which interested parties could present submissions.

Productivity. The report strongly commended to employers the advice and guidance offered by the Industrial Advisory Council, which had recently inaugurated a campaign to inform employers and workers of the benefits to be achieved through increased productivity. The better utilisation of machinery, the elimination of waste effort, lost time and interruptions, improvement in production techniques and the training of manpower are some of the means by which greater productivity could be achieved.

International relations. In the international sphere the Federation would continue to maintain a keen interest in the work of the International Labour Organisation and the International Organisation of Employers.

CHILEAN NATIONAL CONFEDERATION OF WORKERS

CONSTITUENT CONGRESS

The First (Constituent) Congress of the Chilean National Confederation of Workers (C.N.T.) was held in Santiago on 21 and 22 November 1958.¹

Attendance.

The Congress was attended by 170 delegates representing 80 organisations. Also present were representatives of the Inter-American Regional Organisation of Workers (O.R.I.T.) and the International Confederation of Free Trade Unions (I.C.F.T.U.).

Proceedings.

The Congress set up six committees to study the following questions:

- (a) the establishment of a new central trade union organisation ;
- (b) the economic situation of the Chilean worker ;
- (c) trade unions and education ;
- (d) social security and health ;
- (e) the co-operative movement ;
- (f) labour legislation.

Principal Resolutions Adopted.

Some of the main resolutions adopted by the Congress are summarised below.

Declaration of aims. A declaration adopted by the Congress stated that the interference by political parties in the policies and running of the existing central trade union organisation had rendered it impossible to maintain an organisation of this kind in existence. That was why the Congress had resolved to set up the National Confederation of Workers. The aims of this new body were defined as follows :

¹ C.N.T., Comité de Recuperación Sindical: *El Sindicalista* (Santiago), 1st Year, No. 12, 1 Dec. 1958.

(a) to free all workers from exploitation, to achieve a society in which human rights are fully safeguarded, to maintain the principles of trade unionism, and to secure unqualified respect for the individual ;

(b) to give the workers their rightful share in management, on equal terms with shareholders and technical staff, by means of works councils ;

(c) to keep the trade union movement independent of any form of outside influence, whether exercised by employers, the State, political parties or religious bodies ;

(d) to maintain the right of all workers, without exception, to join the unions of their own choosing ;

(e) to assert the workers' right to participate in any scheme for promoting the national well-being ;

(f) to repudiate war as a crime against humanity and to support the preservation of freedom and justice against the oppressive policies of totalitarian régimes and against any form of imperialist or colonial domination.

The workers' economic situation. The Congress adopted a number of resolutions calling for an improvement in the economic position of Chilean workers ; one of these urged that the law should be amended to allow for the introduction of a minimum living wage in line with the actual cost of living. It was also agreed to recommend that wage earners should be given security of employment to protect them when any wage increases are adopted.

Workers' education. It was decided that the Confederation should take steps to set up a trade union university with responsibility for providing technical training, arranging courses and lectures, providing library facilities, a printing press, etc., in order to raise the members' educational and technical qualifications and to train them in trade unionism. The Congress likewise passed a number of resolutions on the educational system in general.

Social security and health. The delegates decided to request the Government to implement the Industrial Health Code in its entirety and to extend and improve the medical treatment facilities available in factories and offices. It was also decided to campaign for a thorough reform of the social security system, e.g. through a unified scheme, streamlining its expensive administrative structure and extending coverage to the entire working population.

Co-operation. The Congress emphasised the part that the co-operative movement could play in improving social conditions for Chilean workers, and it was decided to encourage the formation of production, consumer, building and transport co-operatives. Trade unions could help to finance these co-operatives in the early stages by making capital available.

Labour legislation. The Congress agreed that the most urgent need from the standpoint of the Chilean labour movement was a far-reaching reform of the Labour Code.¹ Pending this, it suggested a number of partial improvements : e.g. the abolition of discrimination in the treatment of wage earners and salaried employees, adjustment of the length of paid holidays to length of service, obligation on the employer to pay compensation for unjustified dismissal proportionate to length of service, and measures to ensure stability of employment ; for this, it was essential that collective agreements should be made compulsory.

As regards freedom of association, the Congress thought it vital that excessive state control of the trade unions should be removed ; it also

¹ I.L.O. *Legislative Series*, 1931—Chil. 1 . . . 1953—Chil. 4.

urged that legislation should be passed increasing the workers' share in business profits.

It resolved to ask the Government to implement the I.L.O. Conventions it had already ratified (in particular the Right of Association (Agriculture) Convention, 1921) and to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949.

Other resolutions. The Congress adopted a number of other resolutions dealing with the establishment of an Inter-American Bank, the housing problem, the reopening of the Social Security Institution¹, standards of purity for food and drink, participation by the C.N.T. in the University Centre of Trade Union Studies, etc.

Elections.

The Congress elected an Executive Board of 20 members with Mr. H. Aicardi as President and Mr. Domínguez as General Secretary.

ELEVENTH CONGRESS OF THE CONFEDERATION OF COLOMBIAN WORKERS

The 11th Congress of the Confederation of Colombian Workers (C.T.C.) was held in Bogotá from 6 to 9 December 1958.²

Attendance.

The Congress was attended by 500 accredited delegates representing 150,000 organised workers in various industries. Also present were over 200 fraternal delegates from organisations outside the C.T.C.

At the opening session the Minister of Labour, Dr. R. Emiliani Román, made the inaugural speech; a number of other prominent and political trade union figures also spoke.

Principles and Objectives of the C.T.C.

The new programme of action and statement of the guiding principles of the C.T.C. were unanimously approved. These declare, *inter alia*, that the central objective of the Confederation is the achievement of democracy and the maintenance of the workers' interests by means of unity of action and organisation, coupled with solidarity among all Colombian workers. The Confederation will seek to preserve the complete independence of the Colombian working-class movement in achieving this aim.

The Confederation gave its backing to a policy of peace at home and abroad, and will support any efforts, whether official or unofficial, to secure a lasting peace based on respect for human rights and national sovereignty. It will also co-operate in any democratic plans for raising living standards and in the formation of a Latin American common market.

Social reforms. The Congress resolved to campaign for the greatest possible participation by organised labour in the national life, and to this end adopted the following programme:

(a) effective trade union unity, with no interference from the Government, employers, political parties or religious bodies;

(b) full employment and job security;

¹ A note on the whole Social Security Service in Chile appeared in *Industry and Labour*, Vol. IX, No. 2, 15 Jan. 1953, p. 52. See also *I.L.O. Legislative Series*, 1952—Chil. 1 for the text of the decree which re-formed the Service.

² *El Tiempo* (Bogotá), 5-11 Dec. 1958. See also *Noticario Obrero Inter-Americano*, No. 20, Jan. 1959.

(c) introduction of a code for miners, farmworkers and government employees ;

(d) reform of the existing Labour Code to make it the basis of Colombian labour law ;

(e) granting of the right to strike to all Colombian workers ;

(f) opposition to the introduction of working methods at variance with the workers' interest, e.g. incentive schemes and similar devices ;

(g) creation of a more democratic and impartial labour administration ;

(h) establishment of a " trade union charter " to protect all workers organised in federations of trade unions.

National economic policy. The Congress adopted resolutions on the following aspects of national economic policy :

(a) development of Colombian industry by expanding the basic industries, particularly iron and steel, chemicals, and electric power ;

(b) encouragement and diversification of external trade with all countries of the world ;

(c) introduction of land reform and modern farming methods ;

(d) nationalisation of the petroleum industry, mining and banana plantations, and imposition of new controls on foreign capital investment in accordance with the needs of the national economy ;

(e) creation of a sound currency and establishment of a fixed exchange rate ;

(f) reinvestment of profits in order to expand the national output ;

(g) extension of credit facilities to encourage small-scale industry and agriculture ;

(h) reduction of taxes borne by the workers ;

(i) freezing of the prices of staple consumer goods and introduction of price control in consultation with the workers ;

(j) raising of all workers' wages in step with the rise in the cost of living and the fixing of a minimum wage of 10 pesos ;

(k) extension of social security to all urban and rural workers, abolition of red tape in the social security scheme and the overhaul (with the workers' participation) of its organisation and operations ;

(l) participation of the trade unions in government agencies dealing with economic questions, social welfare, technical assistance and housing ;

(m) improvement and enlargement by the State of its system of employment offices and extension of public and private schemes to absorb unemployment ;

(n) curtailment of general expenditure in order to release funds for education, health and hygiene and public works.

International affiliation. The Congress ratified by a large majority its affiliation to the International Confederation of Free Trade Unions and the Inter-American Regional Organisation of Workers (O.R.I.T.).

Other Resolutions.

The Congress also passed resolutions dealing with workers engaged in land, sea and river transport and with the need to extend and improve transport facilities in the interests of Colombian economic progress.

Elections.

The Congress appointed a new Executive Committee with Mr. V. J. Silva as Chairman. It appointed Mr. J. R. Mercado Secretary-General and Mr. M. Díaz Henríquez Secretary for International Affairs.

SWISS ASSOCIATION OF EVANGELICAL TRADE UNIONS

THIRTY-SIXTH GENERAL MEETING

The Swiss Association of Evangelical Trade Unions held its 36th General Meeting at Berne on 27 and 28 September 1958, on the 50th anniversary of its foundation.¹

Attendance.

Three hundred delegates attended the Meeting, which was presided over by Mr. E. Bangerter. Among the many guests was the President of the Swiss Confederation, Mr. T. Holenstein. Fraternal delegates from the Netherlands and the Federal Republic of Germany were also present. The International Federation of Christian Trade Unions and the International Labour Office were represented.

Report of Activities.

In his report² the General Secretary, Mr. E. Marti, summarised the economic situation, legislation on labour, social security, union activities and workers' education, and gave an historical account of the evangelical trade union movement in Switzerland. On 31 December 1957 there were 15,092 members of the Association, representing 275 local unions.

Resolutions.

Following discussion of the General Secretary's report and appended reports on economic and social policy, the Meeting adopted three resolutions.

Full employment. The most urgent aims in any economic policy are maintenance of full employment and continuous economic progress. These can be attained only by the co-operation of all sectors with the public authorities. The delegates expressed their approval of the establishment in 1956 of a consultative committee to survey future employment trends.

Hours of work. The Association, which has always staunchly advocated a gradual reduction in hours of work, declared that this problem should be examined and solved with much greater care than a mere reduction by compulsory legislation would allow.

Social insurance. While appreciating the steps taken to improve and revise existing systems of social insurance, the Meeting called for the institution of invalidity insurance³ and maternity insurance schemes.

Elections.

The Meeting elected Mr. E. Bangerter President and Mr. M. Grat General Secretary.

¹ Association suisse de syndicalistes évangéliques—Schweizerischer Verband evangelischer Arbeiter und Angestellter: *Conquête* (Lausanne).

² Idem: 44. *Bericht*, 1955-57 (in German only).

³ For a note on an Invalidity Insurance Bill at present under consideration in Switzerland, see *Industry and Labour*, Vol. XXI, No. 4, 15 Feb. 1959, pp. 139 and 150.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

Annual subscription : \$6.00, £1 16s.

Price per number : 60 cents, 3s. 6d.

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers' and workers' organisations.

Annual subscription : \$5.00, £1 10s.

Price per number : 25 cents, 1s. 6d.

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

Annual subscription : \$2.50, 15s.

Price per number : 75 cents, 4s. 6d.

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

Price : paper, \$5.00, £1 10s. ; cloth, \$6.00, £1 16s.

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance ; technical papers and pamphlets on current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00 ; £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses on the following pages

CORRESPONDENTS

(continued from outside back cover)

- Chile:** Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).
- China :** Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").
- Colombia:** Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).
- Costa Rica:** Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).
- Cuba:** Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).
- Czechoslovakia:** Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.
- Ecuador:** Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").
- Greece:** Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).
- Haiti:** Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haiti").
- Iran:** Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).
- Israel:** Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit, Interlab, Jerusalem, Israel").
- Lebanon:** Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").
- Netherlands:** Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).
- Norway:** Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417800).
- Pakistan:** Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").
- Philippines:** Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").
- Poland :** Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.
- Portugal:** Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).
- El Salvador:** Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.
- Spain:** Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").
- Thailand :** Mr. M. DULYACHINDA, Phya Anuraks 152, Pejhuri Road, Bangkok.
- Turkey:** Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").
- Union of South Africa:** Mr. L. C. LOOCK, Private Bag 117, Pretoria.
- United Arab Republic:** Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.
- Uruguay :** Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).
- Venezuela:** Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).
- Yugoslavia:** Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleciler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição Internacional do Trabalho, Edificio do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.I., Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

Bulgaria: Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

(Continued overleaf)

VOL. XXI, No. 7

1 APRIL 1959

*Industry and
Labour*

THE ILO COLLECTION



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 7

1 APRIL 1959

CONTENTS

International Labour Organisation	Page
Tripartite Conference on the Draft European Social Charter	237
Office Publications and Documents	242
 Social and Economic Policy	
Reorganisation of Education in the <i>Union of Soviet Socialist Republics</i>	243
 Labour-Management Relations	
Workers' Co-participation in <i>France</i>	245
Workers' Self-Management of Undertakings in <i>Poland</i>	246
 Manpower	
A Management Conference on Supervisory Training in the <i>United Arab Republic</i>	250
The Employment Situation in <i>Denmark</i> in 1958	253
The Vocational Training of Young Persons in <i>Norway</i>	255
The Employment Situation in <i>Poland</i> in 1958	256
 Migration	
Migration to <i>Brazil</i> in 1957	259
 Conditions of Work	
Vacation Pay and Paid Public Holidays in the <i>United States</i>	261
 Social Security	
A New Unemployment Assistance Scheme in <i>France</i>	263
 Workers' Education	
An <i>Asian</i> Seminar on Workers' Education	266

Employers' and Workers' Organisations	Page
The International Christian Trade Union Movement :	
Thirteenth Congress of the International Federation of Christian Trade Unions	268
Twelfth Congress of the International Federation of Christian Trade Unions of Salaried Employees, Technicians, Supervisory Staffs and Commercial Representatives	271
Eleventh Congress of Christian Unions of Transport and General Workers	273
Eleventh Congress of the International Federation of Christian Trade Unions of Transport Workers	274
General Meeting of the International Federation of Christian Agri- cultural Workers	276

INTERNATIONAL LABOUR ORGANISATION

TRIPARTITE CONFERENCE ON THE DRAFT EUROPEAN SOCIAL CHARTER

The Tripartite Conference on the Draft European Social Charter, convened by the International Labour Organisation at the request of the Council of Europe, was held in Strasbourg from 1 to 13 December 1958.

Attendance.

The Conference was attended by complete tripartite delegations from the following 13 countries: Austria, Belgium, Denmark, France, Federal Republic of Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Norway, Sweden and the United Kingdom. There was a total of 109 delegates and advisers. An observer delegation from Turkey was also present. In addition, delegations from the Governing Body of the I.L.O., the Council of Europe and the Organisation for European Economic Co-operation participated in the work of the Conference without the right to vote. A representative of the United Nations was present as an observer, as were also representatives of the following organisations, which had been invited by agreement between the Committee of Ministers and the Governing Body of the I.L.O.: High Authority of the European Coal and Steel Community; European Parliamentary Assembly; Commission of the European Economic Community (the delegation of this organisation represented also the Commission of the European Atomic Energy Community); Intergovernmental Committee for European Migration; Western European Union; International Federation of Christian Trade Unions; International Confederation of Free Trade Unions; International Organisation of Employers.

Opening Sitting.

The Conference was opened by Mr. Barboza-Carneiro, Chairman of the Governing Body of the I.L.O.

Speeches by the Secretary-General of the Council of Europe and the Chairman of the Governing Body of the I.L.O. Mr. Benvenuti, Secretary-General of the Council of Europe, welcomed the delegates and emphasised the need not only for the avoidance of overlapping between the work of the two organisations but for positive co-operation. The Conference was an example of such co-operation, with members of the staffs of the two organisations working together as a team. Mr. Barboza-Carneiro also spoke of the close co-operation between the two bodies and of certain other activities of the I.L.O. in Europe. He was sure that the long experience of the I.L.O. in the drafting of international standards would be of great technical assistance to the Council of Europe in the preparation of the European Social Charter.

Officers of the Conference. The Conference unanimously elected as its President Mr. F. Dehousse (Belgium), President of the Consultative Assembly of the Council of Europe, and as Vice-Presidents Mr. G. C. Veysey (Government delegate, United Kingdom), Mr. F. Faubel (Employers' delegate, Federal Republic of Germany) and Mr. A. Nielsen (Workers' delegate, Denmark).

President's address. In his opening address the President said that it was in 1955 that the Consultative Assembly first proposed that the draft

European Social Charter should be submitted to a tripartite conference of this kind. The proposed Charter was intended to determine the social objectives which the members of the Council of Europe would strive to attain ; it would be a complement to the European Convention on Human Rights and Fundamental Freedoms. In many cases the principles laid down in the draft Charter were much less explicit than those in international labour Conventions on the same subject, but this was natural, since the Conventions were intended to secure the strict application of their standards and did not leave to national authorities as wide discretion as to the extent of their application.

General Discussion.

Comparison between the draft Charter and the corresponding I.L.O. standards. Before splitting up into two committees the Conference had a brief general discussion which occupied one sitting. As the sole document before the Conference was a comparison (prepared by the I.L.O. in consultation with the Secretariat-General of the Council of Europe) between the provisions of the draft European Social Charter and the corresponding I.L.O. standards, the general discussion centred around certain differences between them. At the outset, Mr. Veysey (Government delegate, United Kingdom), who was a member and for a time Chairman of the Governmental Social Committee which prepared the draft of the Charter, took the opportunity to give some explanations. He said that the Social Committee had been guided in its discussions by two main principles. The first was the need to keep a balance between the idealistic and the realistic. The second was laid down in article 1 of the Statute of the Council of Europe : "The aim of the Council is to achieve a greater unity between its members for the purpose of safeguarding and realising the ideals and principles which are their common heritage and for facilitating their economic and social progress."

Part I of the draft Charter contained certain general principles which ratifying States would be required to accept as the aims of their social policy. Part II laid down a series of obligations, which clearly could not be too detailed in view of the very wide field they covered. The proper instrument for the detailed working out of obligations was not a charter of this kind but a Convention of the I.L.O. The next question was whether ratifying governments could reasonably be required to accept all the obligations. The draft suggested that they should accept at least 45 provisions out of 62, which was over 70 per cent. of the whole. This seemed sufficient to guarantee a fairly wide area of common obligation as between ratifying States. The draft also made provision for employers' and workers' organisations to be associated with the implementation of the Charter.

Need for high standards. Certain Government delegates stressed the need for the Charter to set up standards of social rights as high as, or if possible even higher than, the standards contained in the instruments drafted by the I.L.O. In their view, the Charter should set an example and not suffer from undue timidity. The future of social progress in Europe should not be left to the play of economic forces. Consequently, the Charter must reflect in the social sphere the high level of economic development reached by the States Members of the Council of Europe and must demonstrate that Europe was keeping its lead in the field of social progress. To do so, the Charter should not lay down standards that merely reflected the present stage of social legislation ; it should prescribe targets for future social progress.

Other Government delegates pointed out that the proposed form of the Charter was such that it could not go into technical details to the same extent as certain international labour Conventions or Recommendations did. They emphasised the need for some caution in view of the great differences that existed between the various countries concerned. The aim of the authors of the Charter was to draft a text that could be very widely accepted among

the Members of the Council of Europe. They also stressed the fact that most of the provisions of the Charter would apply to all workers indiscriminately, whereas there were often separate Conventions for various groups of workers; for this reason the Charter could not contain what were considered to be the highest standards.

The Employers' viewpoint. Some Employers' delegates urged the need for a certain moderation in the setting of standards. They drew attention to the serious repercussions of the fall in the purchasing power of money, which was one of the social evils affecting all the inhabitants of the countries under consideration. Too often in the past social progress had been achieved at the cost of a drop in purchasing power, and this method must not be allowed in future. They also pointed out that there was no use in adopting a document which most European countries would find it impossible to ratify. The fact that an international labour Convention prescribed a certain standard was no reason for saying that the countries of Europe should add to it and adopt a higher standard. The Conference must be realistic: it should not argue that because the International Labour Conference had adopted an instrument (which, in point of fact, might not have been applied throughout the world or even in Europe) therefore the Council of Europe should be urged to do the same.

Towards a European social policy. Some Workers' delegates stated that in their opinion the Charter should lay the foundations and establish guiding principles for a European social policy. It should make it possible for the social legislation and practices of the various countries to be brought gradually into harmony at the most progressive level. It should be a practical gesture to prove to the workers of Europe and of the world that the tightening of the bonds between the countries of Western Europe was in no way detrimental to the interests of the workers. They regretted that, on some points, the Charter fell short of the world-wide standards established by the I.L.O. They emphasised that, in their opinion, it was not sufficient to bring the standards prescribed in the Charter up to the level of the international labour Conventions, or even of the Recommendations; wherever possible, that level should be exceeded since the standards set by the I.L.O. had of necessity to take account of the situation in the less advanced countries. In their opinion, the Charter should be based, not on the minimum already generally obtaining in Western Europe but on the standards that could very shortly be achieved throughout the area. The Workers' delegates declared that they could not subscribe to a Charter which did not forge ahead and encourage the various countries of Europe to ratify the existing international labour Conventions.

"The social defence of democratic Europe." The Conference also heard a statement by the Chairman of the Social Committee of the Consultative Assembly of the Council of Europe, who said that it was the unanimous hope of the body which he represented that the Charter should be a strong one. They believed that, in order to guarantee "the social defence of democratic Europe", it was essential for the standards laid down in the Charter to be higher than, or at least equal to, those of the Conventions of the International Labour Organisation.

Work of the Committees.

The Conference set up two Committees to examine the text before it. The Committee on Substantive Clauses sat under the chairmanship of Mr. H. Hauck (Government delegate, France) and that on Implementation Clauses under the chairmanship of Mr. E. Dreyer (Government delegate, Denmark). The two Committees carried out a thorough examination of the draft text of the Charter and reported to the Conference, which considered all their recommendations in plenary sitting.

On many points there was unanimity in the Conference as to the suggestions to be made to the Council of Europe; in some cases the Conference could merely report that certain suggestions had been made but had not received the support of the Conference as a whole. The Record of the Conference, containing the recommendations on which there was agreement in the Committees as well as the detailed suggestions put forward during the debates, is being sent by the Director-General to the Secretary-General of the Council of Europe for transmission to the Committee of Ministers. An account is given below of the main issues discussed by the Conference.

Substantive Clauses.

As regards the substantive clauses of the draft Charter, the Conference reached a number of unanimous conclusions which could therefore, in accordance with the agreement between the two organisations, be sent forward as provisions of the draft Charter. In other cases the Conference, although unanimous in thinking that the provisions of the draft should be altered or supplemented, preferred simply to suggest the lines along which changes should be made, leaving it to the Committee of Ministers to draft the exact text. In yet other instances the Conference was unable to reach unanimous conclusions on suggestions made by certain members either individually or as groups, but it may be hoped that the opinions expressed during the discussions will not be lost sight of when the European Social Charter is finally drafted.

Freedom of association. There were two major points on which the Conference reached general agreement. The first was to recommend that the benefits of freedom of association should be extended to all public servants, as is already laid down in the Freedom of Association and Protection of the Right to Organise Convention, 1948.

The right to strike. The second question on which unanimous agreement was reached, thanks to concessions made by the various groups, is connected with the right to strike. The Employers' members, in accepting the proposed wording on this point, made it a condition that the attention of the Committee of Ministers be drawn to their request that the right to lockout should be recognised and that a clause should be inserted providing for measures to regulate the right to strike. If the suggestion put forward by the Conference leads to the inclusion in the Charter of a provision dealing with the right to strike, it will be the first time that an international Convention will have recognised that the workers and their organisations have this right for the defence of their economic and social interests. There was unanimity also in favour of a provision stating that one of the main purposes and responsibilities of the State consists in the establishment and maintenance of as high and as stable a level of employment as can possibly be achieved, in order to secure full employment. With regard to remuneration, the Conference agreed to recognise the workers' right to adequate remuneration ensuring for them, as well as for their families, a reasonable standard of living, on the understanding that this result is to be achieved by the appropriate wage-fixing machinery in each country. A provision recognising the workers' right to a reasonable period of notice before the cessation of employment, except in the case of a serious offence, was also unanimously adopted. The Conference also favoured more specific provisions regarding safety and health. Finally, it evinced a desire to see inserted in the Charter some appropriate words to ensure the existence in every country of an effective labour inspection service.

Implementation Clauses.

With regard to the different clauses concerning the ratification of the Charter, the supervision of its implementation and its coming into force, the Conference, in several cases, was able to recommend considerable

improvements on the draft text before it. Moreover, there was much fruitful discussion, and indications were given which can guide the Committee of Ministers in its task. Probably the most important amendment which was recommended in this connection dealt with article 19, setting forth those of the commitments enumerated in the Charter with which States must comply upon ratifying it. Although the Conference was not in a position to agree upon the content of a nucleus of provisions which would be binding upon all the States ratifying the Charter—thus forming a common denominator of social policies fixed in advance—the Conference nevertheless almost unanimously agreed that it would be desirable for such a nucleus to be established. The conclusions reached go so far as to specify that this common denominator should be determined by the Committee of Ministers, which should take into account the suggestions regarding various articles and paragraphs which were thought to be essential.

Ratification. It was understood that efforts would be made to ensure that all States Members of the Council of Europe—irrespective of whether or not they intended to adhere to the Charter in the near future—would be requested to submit the Charter to their national parliaments within a prescribed time limit with a view to ratification.

The Conference also recommended the deletion of a provision whereby any State which ceased to be a Member of the Council of Europe would have ceased also to be a party to the Charter. The Conference felt that the two matters (continued membership of the Council and acceptance of the Charter) were quite distinct and that the deletion of this clause would give added weight to the Charter.

Supervision of implementation. After considering at length the question of the supervision of the implementation of the Charter, the Conference finally decided not to accept the provisions suggested by certain delegates whereby—at one stage at least of the procedure—such supervision would have been organised on a tripartite basis, Employers' and Workers' representatives taking part on the same footing as Governments. International organisations of employers and workers enjoying consultative status with the Council of Europe may, however, attend—in an advisory capacity only—the meetings of the Subcommittee of the Governmental Social Committee which will be responsible for studying the reports on the application of the Charter and the conclusions of the Committee of Experts on these reports. The views of these organisations would be embodied in the Subcommittee's report. National organisations of employers and workers would also have their say at an earlier stage.

Implementation by collective agreement. With regard to the implementation of certain provisions of the Charter by collective agreement, the Conference was unable to work out any hard-and-fast proposals for the definition of the scope of the Charter in statistical terms by prescribing what percentage of the working population must be covered by it. However, it expressed the view that the Committee of Ministers should consider the possibility of fixing such a percentage and that the Committee of Experts should take account of that percentage when supervising the enforcement of the Charter.

Closing Sitting.

At the closing sitting of the Conference the Secretary-General, Mr. Jef Rens, gave a concise review of the work achieved and endeavoured to assess its importance. After making due allowance for the fact that the social policies of the various European countries were determined in part by historical factors and also for the disparity in economic conditions between them, he considered that the Conference had achieved notable positive results which, in his view, represented a contribution of the highest importance to the final establishment of a European Social Charter.

OFFICE PUBLICATIONS AND DOCUMENTS

FREEDOM OF ASSOCIATION AND THE PROTECTION OF
THE RIGHT TO ORGANISE

As part of its Workers' Education Programme, the International Labour Office is publishing a series of manuals to form the basis of workers' education courses in the subjects with which the I.L.O. is particularly concerned. The volume on freedom of association and the protection of the right to organise, which is the third in the series, has just been published.¹

The course consists of 18 lessons and is divided into four parts. The first part contains a brief historical survey of the main stages in the evolution of the right to organise. The second part describes the work of the International Labour Organisation in the field of freedom of association and the protection of the right to organise. The third and fourth parts analyse in some detail the situation today in various parts of the world as regards freedom of association, while in the final lesson an attempt is made to draw general conclusions from the material analysed earlier.

The book goes no further than to sketch the history of freedom of association and the right to organise and to describe the situation today. The I.L.O. proposes, however, to follow it up with a course on collective bargaining and the co-operation of trade unions in the formulation of social and economic policies at different levels of national activities in their respective countries.

The course should not be considered as a complete study of freedom of association and the protection of trade union rights, but as a convenient introduction to a more profound study of this vast subject. It can be used, with suitable adaptations, either for class work (lectures, continuation classes or seminars) or for teaching by correspondence. At the end of each lesson there is a short list of questions which the student or the teacher can use to recall its contents.

TRADE UNION RIGHTS IN THE U.S.S.R.

The International Labour Office has just published a report entitled *Trade Union Rights in the U.S.S.R.*, which is one of its series "Studies and Reports".²

The volume contains the text of the documents relating to the case concerning the U.S.S.R. dealt with by the Committee on Freedom of Association of the Governing Body of the International Labour Office in its 23rd and 27th reports. The Governing Body approved the 23rd report on 20 November 1956³, and the 27th report on 1 November 1957.⁴ This approval was given in accordance with the procedure for the examination of complaints alleging infringements of the exercise of trade union rights, which was established by mutual agreement between the Economic and Social Council of the United Nations and the Governing Body. The only complaints receivable, apart from those officially transmitted to the I.L.O. by the General

¹ I.L.O.: *Freedom of Association, a Workers' Educational Manual* (Geneva, 1959). iv+157 pp. Price: 75 cents; 4s. 6d.

² Idem.: *Trade Union Rights in the U.S.S.R.*, Studies and Reports, New Series, No. 49 (Geneva, 1959). iv+158 pp. Price: \$1.25; 7s. 6d.

³ See *Industry and Labour*, Vol. XVII, No. 2, 15 Jan. 1957, p. 53.

⁴ Ibid., Vol. XVII, No. 11, 1 Dec. 1957, p. 418.

Assembly or the Economic and Social Council of the United Nations, are those which come either from organisations of workers or employers or from governments. In this case (No. 111) the complaint was presented by the International Confederation of Free Trade Unions.

Apart from the texts of the reports, which analyse the complaint, and the replies and other communications from the Government of the U.S.S.R., etc., together with a survey of the case and conclusions drawn, the volume contains a number of appendices in which the following documentary material is reproduced: a list of legislative and statutory provisions available to the Committee on Freedom of Association; the principal legislative provisions and other documents relating to the question raised in the complaint of the I.C.F.T.U. and the reply of the Government of the U.S.S.R.

The text of many decrees and regulations of the U.S.S.R. concerning the following questions are reproduced: the trade union system; fusion of the Soviet trade unions with the organs of the State; collective agreements; juridical status of individual workers. The Constitution and Rules of the trade unions of the U.S.S.R. are also reproduced.

SOCIAL AND ECONOMIC POLICY

REORGANISATION OF EDUCATION IN THE UNION OF SOVIET SOCIALIST REPUBLICS

An Act passed by the Supreme Soviet of the U.S.S.R. on 24 December 1958¹ introduces an eight-year course of universal compulsory education in place of the existing seven-year course, and lays down general principles for reorganising secondary, vocational, technical and higher education in such a way that all students from the age of 15 or 16 will combine study with socially useful practical work.

The supreme soviets of the different republics are to adopt implementing legislation so that the reorganisation can begin in the school year 1959-60 and be completed within three to five years.

Secondary Education.

Under the new system children will attend an eight-year-course ("incomplete secondary") school until the age of 15 plus. For children who have completed that course there will be three types of complete secondary education:

(a) Secondary evening schools functioning in shifts for young persons in employment. These schools will provide a three-year course enabling the young factory or farm worker to receive a secondary education and to improve his qualifications. There will be a reduced working day or week for successful participants.

(b) Ordinary secondary schools combining secondary-school subjects with vocational training. The pupils' production training and socially

¹ Act to strengthen the link between school and life and to provide for the further development of the system of national education in the U.S.S.R. *Vedomosti Verkhovnogo Soveta SSSR*, 1 Jan. 1959, No. 1, Text 5.

useful work may be carried out in training workshops and production units of nearby enterprises, on collective and state farms, at instructional experimental farms, or in training workshops run by the school or group of schools. The number of boarding schools and schools with semi-boarders is to be increased, both in the complete and the incomplete secondary systems.

(c) Technical schools and other specialised secondary education establishments for the training of technicians and other middle-grade specialists. Depending on the occupation, such education either follows the compulsory eight-year course or a full secondary course, and may be full-time or part-time.

All these establishments will provide a general secondary course as well as classroom and practical vocational instruction; the technical and agricultural schools will also provide courses for specific occupations. Workshops and farms are to be attached to the industrial and agricultural schools, where possible, to enable the pupils to do actual productive work. Specialised secondary educational establishments are to be more closely aligned with production in each economic region. The correspondence and evening technical schools, which provide the basis of specialised secondary education, are to be developed, and similar facilities are to be provided by full-time establishments with qualified teaching staff and appropriate teaching aids.

Vocational Training.

The eight existing types of vocational training schools for young people who take up employment in production on leaving the eight-year school are to be reorganised into two groups: (a) day and evening urban vocational training schools providing a course of instruction ranging from one to three years, and (b) rural vocational training schools providing a course of instruction of from one to two years. Instead of free clothing and food being provided for pupils in vocational schools, they will be paid wages. The income derived from production work in these schools is to be increased to make them partially self-supporting. Emphasis is laid on the need for more training films and popular science films. Radio and television must also be extensively employed in vocational training.

Higher Education.

An extensive section of the new law deals with the aims of higher education, laying particular stress on the training of scientific workers and engineers for new fields of technology. Study is to be combined with socially useful work, and priority of admission is to be given to persons with a record of practical work.

Emphasis is once again laid on increased use of correspondence courses and evening classes not only at full-time colleges but by organising such courses directly at large industrial and agricultural enterprises. For engineers it is considered desirable that production work be combined with study at evening classes or by correspondence during the first two years. In subjects where the students first study a number of complex theoretical subjects and receive extensive laboratory training, full-time study is considered advisable for the first two or three years, followed by practical work for a year in staff posts directly in production, laboratories and designing bureaux. Agricultural specialists are to be trained at institutes on large state farms where agricultural work can be undertaken by the students.

Specialists in the humanities (economists, philosophers, lawyers, etc.) are to acquire experience of socially useful work in addition to their particular qualifications.

LABOUR-MANAGEMENT RELATIONS

WORKERS' CO-PARTICIPATION IN FRANCE

By an ordinance dated 7 January 1959¹ the French Government has made provision for encouraging schemes of worker participation in the business results of undertakings.

Scope.

The ordinance applies to any industrial or commercial undertaking covered by the law respecting collective agreements.

The scheme must be one that has been established by agreement between management and labour, either under the normal procedure governing collective agreements or on the proposal of the head of the undertaking, subsequently approved by at least two-thirds of the workers. The agreement must specify the period for which it is concluded, the form of participation contemplated, the criteria and calculation methods to be used, the manner of apportioning the funds allotted to the scheme, the time at which payments must be made, and agreed procedures for the settlement of disputes arising out of the application of the agreement. The works council or staff representatives must be consulted before the scheme is submitted to the workers for signature or approval.

Forms of Participation.

The following three forms of workers' co-participation are specifically covered :

- (a) collective sharing in the results of the undertaking or establishment ;
- (b) distribution of shares (including shares in capital built up by investment of undistributed profits) ; and
- (c) sharing in the benefits of increased productivity.

Other forms of co-participation may be proposed to the appropriate authorities for their approval.

Only schemes affecting the entire staff of an undertaking are covered by the ordinance. The scheme must include provisions ensuring that the workers are informed of, and supervision is exercised over, the working of the scheme.

Payments made to workers under participation schemes are not considered as a part of their wages within the meaning of the labour and social security laws. Thus, they are not taken into account for the purposes of the laws and regulations relating to the guaranteed minimum inter-occupational wage ; nor may they be substituted, either in whole or in part, for any wages or allowances now paid by the undertaking or payable under existing or future statutory or contractual provisions.

Tax Exemptions.

Subject to the approval of a special committee established at the level of each département, the composition of which is to be fixed by decree, certain tax exemptions are granted in connection with worker participation schemes. They are the following :

- (a) undertakings are permitted to deduct from the amounts taken as the basis for the assessment of corporate or individual income taxes any payments made to the workers under such schemes ;

¹ *Journal Officiel de la République française*, 91st Year, No. 7, 9 Jan. 1959, p. 641.

(b) the employer is exempted from the tax on the total wage bill (*versement forfaitaire sur les salaires*), and the workers from certain kinds of income tax, in respect of such payments ;

(c) in the case of distribution of new or existing shares among the workers, provision is made for exemption from the taxes and duties normally levied on such operations.

These exemptions are granted for the duration of the agreement setting up the participation scheme, subject to a maximum of three years. They may be renewed for an equal period, on the employer's application.

Where approval is refused by the committee for the département, an appeal may be lodged with a special National Committee ; the latter makes a recommendation, which is acted upon jointly by the Ministries of Finance and Social Affairs.

WORKERS' SELF-MANAGEMENT OF UNDERTAKINGS IN POLAND

On 20 December 1958 the Polish Diet passed an Act respecting workers' self-management of undertakings¹, which came into force on 1 January 1959 and supersedes the Works Councils Act of 19 November 1956.²

The purpose of the new enactment, as indicated by its preamble, is to give the employees of socialised undertakings a greater share of management authority and responsibility, particularly as regards the improvement of production processes and results in the undertaking.

Workers' Responsibilities under the Scheme.

Workers employed in nationalised industrial, construction and agricultural undertakings have a right of supervision and control over all the activities of the undertaking ; they also have the right to participate in major decisions concerning its activities and development. These matters are defined by the Act itself. The workers exercise their management rights through the appropriate workers' self-management bodies. The Council of Ministers may, subject to the agreement of the Central Council of Trade Unions, issue an order extending the Act to all or some undertakings other than those already mentioned.

The aims of the workers' self-management scheme are as follows : (a) to promote efficient operation and expansion of the undertaking, both in the public interest and in the personal interest of the workers ; (b) to develop within the staff an awareness of the need for profitable operation, stronger labour discipline, intensified production, improved safety conditions and higher workers' education standards, and to increase the workers' share of responsibility for the results achieved by the undertaking.

Workers' Self-Management Bodies.

The workers' self-management bodies are the Workers' Self-Management Conference, the Workers' Self-Management Council, its executive committee, and the sectional (or shop) councils. The various bodies are responsible to the entire staff and must submit a report on their activities to a general staff meeting (or sectional meeting) at least twice a year.

The Workers' Self-Management Conference. The Workers' Self-Management Conference is the supreme body empowered to decide all matters falling

¹ *Dziennik Ustaw*, No. 77, Text No. 397, 31 Dec. 1958.

² *I.L.O. Legislative Series*, 1956—Pol. 3. See also *Industry and Labour*, Vol. XVII, No. 5, 1 Mar. 1957, p. 186 ; and Vol. XVIII, No. 10, 15 Nov. 1957, p. 375.

within the sphere of workers' self-management. It co-ordinates the activities of the various workers' self-management organs in their respective areas of competence.

The Conference is composed of members of the Workers' Self-Management Council, the Works Trade Union Committee and the executive of the works section of the Polish Unified Workers' Party. It may also decide to admit representatives of youth organisations or technical and scientific associations when one of its component bodies so recommends. The director of the undertaking is entitled *ex officio* to participate in the proceedings. The Conference, generally speaking, is competent to deal with the following matters :

1. Supervision over the economic activities of the undertaking, including—

- (a) examination of annual accounts and results ;
- (b) examination of quarterly, semi-annual and annual reports of the director concerning the activities of the undertaking ;
- (c) drawing up instructions and determination of the major forms of supervision over the undertaking and its various sections and workshops (including instructions to the Workers' Self-Management Council and the department councils) ;

2. Production and investment planning, including—

- (a) formation of opinions concerning proposed annual targets and long-term production plans for the undertaking ;
- (b) adoption of annual and long-term production plans on the basis of national economic planning directives and targets ;
- (c) decisions concerning major investments of decentralised funds.

3. Improvement of the economic activities of the undertaking, including—

- (a) determination of guiding principles for the improvement of technological processes, work organisation, productive efficiency and employment policies ; qualitative improvement of output ; economy in the use of raw materials and equipment ; and improvement of occupational safety and health conditions ;
- (b) approval of the pattern of organisation within the undertaking ;
- (c) determination of standards and methods for developing the spirit of emulation, invention and rationalisation among the workers ; organisation of in-plant training ; and
- (d) strengthening of social discipline and encouragement of the Socialist approach to labour and social property.

Moreover, the following questions fall within the exclusive competence of the Workers' Self-Management Conference :

(a) adoption of works rules, within the framework of the instructions issued by the Council of Ministers and the Central Council of Trade Unions ;

(b) decisions (or submission of proposals to the staff for final decision) concerning the use of the undertaking's assets ;

(c) adoption of regulations concerning the granting of bonuses out of the undertaking's assets ;

(d) decisions relating to the construction of housing and the provision of social and cultural facilities by the undertaking, within the limit of the funds available for these purposes ; and

(e) approval of the election of the chairman and secretary of the Workers' Self-Management Council and, where appropriate, of its executive committee.

The Conference must meet at least quarterly. Decisions are taken by a simple majority ; one-half of the members constitute a quorum.

The Workers' Self-Management Council. The Workers' Self-Management Council represents the entire staff, but in the larger undertakings sectional or shop councils may also be set up. Only employees of the undertaking are eligible for membership. At least two-thirds of the Council must consist of wage earners. However, the executive of the trade union concerned may, on the proposal of the Workers' Self-Management Conference, authorise an exception to this rule in the case of undertakings where, owing to the type of activity engaged in, supervisory technical personnel represent a large proportion of the staff; in this case, the proportion of wage earners may be reduced to not less than 50 per cent.

The Workers' Self-Management Council is elected by the entire staff. The voting is secret. Sectional councils are elected in the same manner by the members of the section (or shop) concerned. The elections are managed by the appropriate trade union.

The Workers' Self-Management Council for the undertaking as a whole consists of all the sectional council members, or, in undertakings where there are sectional councils, it may consist of selected representatives of the sectional councils if the Central Council of Trade Unions so decides. In addition to its elected members, the Workers' Self-Management Council includes the chairman or another representative of the Works Trade Union Committee and the secretary or another representative of the executive of the works section of the Polish Unified Workers' Party; the same applies to department councils. The manager of the undertaking is entitled ex officio to attend the meetings of the Workers' Self-Management Council, and sectional heads enjoy the same right with respect to the sectional councils.

The Workers' Self-Management Council elects a chairman and a secretary and each sectional council a chairman only. Where necessary, the Workers' Self-Management Council may set up an executive committee consisting of its chairman and secretary, several elected members, the chairman or another representative of the Works Trade Union Committee and the secretary or another representative of the executive of the works section of the Polish Unified Workers' Party. In undertakings where sectional councils are set up, the executive committee of the Workers' Self-Management Council includes a chairman, a secretary, the chairmen of the sectional councils, the chairman or another representative of the Works Trade Union Committee and the secretary or another representative of the executive of the works section of the Polish Unified Workers' Party. The manager of the undertaking takes part ex officio in the meetings of the executive committee of the Workers' Self-Management Council.

Decisions of the Workers' Self-Management Council are taken by a simple majority. One-half of the members constitute a quorum in the Council and two-thirds in the executive committee.

The Workers' Self-Management Council is empowered to decide all management issues which have not already been decided by the Workers' Self-Management Conference, except those in regard to which the latter enjoys exclusive competence. Matters generally falling within the competence of the Workers' Self-Management Council and its executive committee are the following :

(a) giving effect to the decisions of the Workers' Self-Management Conference and supervising their execution by the management ;

(b) promotion among the workers of activities aimed at ensuring the successful implementation of production plans, increased efficiency, strengthened labour discipline, qualitative improvement of output, lower production costs, use of idle production facilities, and better safety and health conditions ;

(c) organisation of joint production meetings with the Works Trade Union Committee, with management participation ;

(d) supervision over the economic and financial activities of the undertaking ;

(e) adoption of monthly and quarterly plans in conformity with the annual production target set for the undertaking and the proposals of the Workers' Self-Management Conference ;

(f) initiation of a subsidiary line of production and approval of plans concerning it ;

(g) decisions relating to the sale of machinery or facilities no longer required by the undertaking, subject to the relevant regulations ; and

(h) issuing instructions, in accord with the Works Trade Union Committee and in keeping with the relevant collective agreements and regulations, with a view to the application of collective agreements, labour standards and wage scales and systems.

In addition, the executive committee of the Workers' Self-Management Council has the following specific responsibilities :

(a) to make recommendations concerning the appointment or dismissal of the manager ;

(b) to fix the agenda of the Workers' Self-Management Conference and the Workers' Self-Management Council and to prepare the necessary background material for the meetings ;

(c) to exercise supervision in respect of contracts for supplies or services entered into with craftsmen, homeworkers, private undertakings, handicrafts supply and marketing co-operatives, producers' co-operatives and other physical persons or legal entities other than state agencies ;

(d) to supervise buying and selling on private markets ; and

(e) to exercise supervision in respect of wage funds, payrolls and bonuses in the undertaking.

The department councils have similar responsibilities at the department level ; moreover, their decisions are subject to supervision, and sometimes approval, by the higher workers' management bodies.

The Workers' Self-Management Council may be dissolved at the request of the majority of the staff, or if its activities are openly contrary to the interests of the undertaking and the economy as a whole.

The Manager of the Undertaking and the Workers' Self-Management Bodies.

Only the manager and the workers to whom he delegates authority are empowered to give instructions relating to the day-to-day operation of the undertaking. Where the power to make decisions rests with the workers' self-management bodies the manager gives effect to such decisions. He must also prepare and make available such background material and reports as the various bodies may require in their work.

If a workers' self-management body makes a decision which is contrary to the law or to current economic plans, the manager must suspend its execution and so inform the Workers' Self-Management Council. If the decision thus challenged was taken by the Council itself, the latter may lodge an appeal with the Workers' Self-Management Conference. If the decision was taken by the Conference, either the Conference or the Council or the Council's executive committee may refer the matter to a higher economic authority. The final decision is then taken jointly by the latter and the authorised representatives of the executive of the trade union concerned within a time limit fixed by agreement with the union.

Disputes between the Workers' Self-Management Conference and the management of the undertaking are arbitrated by a board attached to the competent ministry or to the executive committee of the local People's Council (the municipal People's Council in the case of an administratively autonomous town). The Act provides that the Council of Ministers, in agreement with the Central Council of Trade Unions, shall by order prescribe the functions, composition and procedure of such arbitration boards.

Workers' Self-Management and the Trade Unions.

The Central Council of Trade Unions and the various unions concerned supervise and co-ordinate the operation of the workers' self-management scheme at the national level and within each industry. The Central Council prescribes the procedure for Workers' Self-Management Council elections, the numerical strength of the Councils and of their executive committees, the length of their term of office and the procedure for suspending their members. It also specifies the conditions under which a Workers' Self-Management Council may be dissolved and the procedure governing the submission and consideration of proposals in this regard. The rules concerning the workers' self-management scheme in each undertaking, including the procedure of the Workers' Self-Management Council, are prescribed by the Workers' Self-Management Conference in accordance with the instructions of the Central Council of Trade Unions and the provisions of the new Act. Finally, the Central Council of Trade Unions determines the composition and manner of setting up the Workers' Self-Management Conference and its organs in undertakings where no Workers' Self-Management Council has been elected or where the conditions for the establishment of such a Council are not fulfilled.

Remuneration and Dismissal of the Members of Workers' Self-Management Bodies.

The Act specifies that members of workers' self-management bodies are entrusted with a social responsibility which does not in any way release them from their obligations as employees of the undertaking. However, they are entitled to normal wages in respect of any time devoted to their workers' self-management duties. The undertaking may not terminate the engagement of any member of the Workers' Self-Management Council without the previous agreement of the Council, except in case of summary dismissal on the grounds contemplated by the Act respecting contracts of employment.¹ In such cases, the manager of the undertaking informs the executive committee or the chairman of the Workers' Self-Management Council of his decision.

MANPOWER

A MANAGEMENT CONFERENCE ON SUPERVISORY TRAINING IN THE UNITED ARAB REPUBLIC

A three-day management conference on supervisory training, sponsored by the Department of Productivity and Vocational Training of the Ministry of Industries of the Egyptian Region of the United Arab Republic, was held in December 1958 in Hawamdiah.²

During the conference the further development of the supervisory training scheme run by the Department was discussed.

¹ I.L.O. *Legislative Series*, 1956—Pol. 1.

² Communication to the I.L.O. from the Ministry of Industries of the United Arab Republic (Egyptian Region).

Background.

Part of the productivity and vocational training project implemented, with I.L.O. assistance, by the Ministry of Industries is devoted to the training of supervisory personnel. These activities were begun in 1955 and aim at giving some basic training in supervision to the majority of the existing 30,000 supervisory staff in the country's industry. A start was made in the larger undertakings, and so far practically all supervisors in undertakings with more than 1,000 employees have undergone training in one or more programmes. Training officers employed by the firms were first of all taught by experts attached to the Productivity and Vocational Training Department of the Ministry and in turn carried out training in their undertakings. Based on the training-within-industry system, the programme covers the functions of communication and instruction, human relationships and work simplification. Recently a fourth programme has been added, forming part of a general safety drive launched in the Egyptian Region by the Department.

Agenda.

There were three main points on the agenda—

(a) the recruitment, selection, induction, development and promotion of supervisors ;

(b) the technical training and education of potential supervisors ; and

(c) supervisors' duties and their activities in modern undertakings requiring collaboration on the part of supervisory staff.

Each one of these subjects was first discussed in committees composed of 30 to 40 members, with a secretariat composed of officials from the Department. The conclusions of the three committees were read at plenary sessions of the conference and discussed there.

Plenary Sessions ; Address by the Minister of Industries.

The plenary sessions of the conference were opened by an address given by the Minister of Industries, Mr. F. R. Ahmed, who stressed the importance of vocational training at all levels in the economic development of the Egyptian Region. He further declared that thousands of managers, supervisors and skilled workers would have to be trained to meet the demands of existing industrialisation and economic development programmes. The Government, industrial firms and private individuals would all have to collaborate in providing this training.

Work of the Committees.

Committee on recruitment. The recommendations of the committee on recruitment, selection, induction and promotion of supervisors first stressed the importance of selecting supervisors from within the undertaking. They urged that recruitment from outside should take place only when suitable candidates are not already available on the staff. This selection, the committee stressed, should be based on job analysis to determine the skills and qualifications required. It should be carried out by a committee, and candidates selected should undergo a period of training prior to occupying a position as supervisor. Moreover, their conduct and work should be the object of a close follow-up, particularly during the breaking-in period.

The training should include general instruction in the organisation of the company and the technical training required by each candidate.

Committee on training. The second committee, which dealt with the technical training and education of potential supervisors, besides reiterating some of the conclusions arrived at by the other two committees, suggested that schools and universities having links with industry should organise

special courses for supervisors. The undertakings should also place more emphasis on training and whenever possible accept trainees from smaller undertakings unable to make any extensive training arrangements themselves. Whenever possible the smaller undertakings should co-operate in setting up joint centres. The authorities should help industry by providing expert assistance and making funds available for the further training of suitable persons abroad. Undertakings should provide facilities for students still attending universities and schools but who are likely to enter industry after graduation. In this way they could receive practical experience in the undertakings' training centres.

The committee strongly urged that only competent instructors should be allowed to give training and that their practical experience in the trade should be at least equal to that of the trainees. A management training committee should be set up in individual undertakings to prepare a policy for technical training and education, to set up training programmes and to interest those concerned in training generally. The functions of the training department of an undertaking (as opposed to those of the training committee) should be to determine training needs in different services and workshops, suggest training programmes, conduct training courses and follow up the application of the ideas taught in the various services and workshops.

The training programmes could include, where suitable, a foreign language, civic education, and discussion of the personal responsibilities of supervisors, according to the needs of the undertaking. This would be in addition to fundamental subjects such as human relations, work communications, work simplification and work study.

Supervisors' duties. The third committee, which dealt with supervisors' duties and their activities in modern undertakings where the collaboration of supervisory staff is required, drew up the following list of supervisors' duties :

- (a) see that instructions are carried out ;
- (b) transmit and explain instructions ;
- (c) convey to senior staff the reaction of subordinates to instructions given ;
- (d) examine complaints and find out their true causes ;
- (e) keep up morale ;
- (f) improve work methods and techniques, within the limits of the authority delegated to them ;
- (g) check absenteeism and investigate its causes ;
- (h) allocate tasks to individual workers, to each according to his ability ;
- (i) administer policy rules and works regulations ;
- (j) appraise the merits of subordinates ;
- (k) give personal attention to subordinates' problems and try to help them as much as possible.

Chairman's Report.

The conference was concluded by a report by the chairman of the conference, Dr. H. Kamel, general manager of a big sugar company, who particularly stressed the close connection between the attitudes of senior management and the effect of training on middle-management and supervisory staff. He underlined the importance for top management to realise the importance and usefulness of training and said that it is management's duty on this level to take practical steps and participate in drawing up, directing and following up training policy to meet the needs of modern industrial development.

THE EMPLOYMENT SITUATION IN DENMARK IN 1958

Following the levelling-off of economic activity in the second half of 1957, a rise occurred in a number of fields in the latter months of 1958, leading to a corresponding improvement in the employment situation.¹

Employment.

Building and construction. Employment increases during 1958 occurred especially in the building and construction sectors. During the first months of the year the number of employed workers was considerably lower than in 1957. This was caused by a restriction of building activities during a long period of cold weather, whereas the weather was better during the first months of 1957. The resulting accumulation of building and construction projects caused a considerable increase in activities in this field in the spring, summer and autumn. In the second half of 1958 the number of employed workers rose above the level for the previous year.

Manufacturing. Employment in the manufacturing industries increased somewhat later than employment in the building and construction sectors. After a slight decrease in the second half of 1957, it remained almost unchanged—except for seasonal variations—at this lower level until September 1958, when it was slightly below that of 1957. From October onwards, however, employment increased in most industrial branches, although some sectors, particularly the textiles industry, did not follow this development; in fact, employment in textiles decreased considerably and, in spite of some improvement during the late summer and early autumn of 1958, in October it was still considerably lower than in the corresponding period in 1957.

In the latter months of 1958, total industrial employment was 3 to 4 per cent. higher than the year before, with the result that the average level for the year as a whole was approximately the same as in 1957.

Agriculture. The decreasing trend in agricultural employment, which has been a constant factor for many years now, continued in 1958. The number of regular workers in agriculture fell by about 6,000 to 8,000 (i.e. by about 5 per cent. in comparison with 1957). These workers leaving agriculture have gone to swell the numbers of the labour force of other sectors, the building trades in particular.

Regional Development.

In Denmark, industry is largely concentrated around the capital. There is now a trend towards regional development in economically backward parts of the country in order to create productive employment. For this purpose, a Regional Development Act was passed on 16 June 1958² setting up a council of three technical, economic and administrative experts to give advice on the preparation and financing of regional development projects.

Unemployment.

Average unemployment decreased from 10.2 per cent. of the total number of workers insured against unemployment (in 1957) to 9.7 per cent.

¹ Det Statistiske Departement: *Statistiske Efterretninger* (Copenhagen), 50th Year, No. 73, 30 Dec. 1958, p. 827. For a previous note on the employment situation in Denmark see *Industry and Labour*, Vol. XVIII, No. 8, 15 Oct. 1957.

² Lov om egnsudvikling (Regional Development Act), No. 211, dated 16 June 1958 (*Lovtidende A*, 1958, No. XVIII, p. 613).

(in 1958). In the first three months of 1958, however, the unemployment figures were considerably above the level for 1957 (15 per cent. of the total number of insured workers as against 13.5 per cent. in 1957). It increased in particular during those months among unskilled and building workers, although in a number of other occupations which are less dependent upon weather conditions it was also above the 1957 level.

From the end of April until the end of the year unemployment of unskilled and building workers was continuously below the level for the corresponding months in 1957. In the other economic sectors, taken together as a group, a similar fall in unemployment took place from October onwards. At the end of December 1958, 124,413 persons or 17.4 per cent. of all insured persons were unemployed, as against 21 per cent. in the previous year. The decrease affected every sector of the economy, but in particular the building and construction industry, where unemployment declined from 42 per cent. in December 1957 to 32 per cent. a year later.¹

Table I shows end-of-month unemployment figures for the years 1957 and 1958. Average unemployment percentages for these years and, for the purpose of comparison, for the four previous years, are given in table II, which incidentally shows that the average percentage of unemployment in 1958 was lower than during the foregoing two years, but higher than in 1953 and 1954.

TABLE I. UNEMPLOYMENT IN 1957 AND 1958
(End-of-month figures)

Month	1957	Percentage of total insured	1958	Percentage of total insured
January	107,552	15.7	122,063	17.3
February	103,048	15.0	126,228	17.8
March	87,762	12.8	114,946	16.2
April	70,518	10.3	60,348	8.5
May	40,020	5.7	49,378	7.0
June	35,445	5.0	29,332	4.1
July	38,243	5.4	36,127	5.1
August	42,847	6.1	29,640	4.2
September	40,670	5.8	45,005	6.3
October	69,233	9.8	36,362	5.1
November	67,357	9.5	47,518	6.7
December	148,679	21.0	124,413	17.4

TABLE II. AVERAGE UNEMPLOYMENT, 1953 TO 1958

Year	Unemployed	Percentage of total insured
1953	61,018	9.2
1954	54,143	8.0
1955	65,939	9.7
1956	75,492	11.1
1957	70,948	10.2
1958	68,446	9.7

¹ Statistiske Efterretninger, 51st Year, No. 3, 23 Jan. 1959, p. 46.

THE VOCATIONAL TRAINING OF YOUNG PERSONS IN NORWAY

The Norwegian Committee for the Co-ordination of Vocational Training recently submitted a report on the implications of the growth in numbers of young persons entering the labour market, with particular reference to the quantitative and qualitative aspects of vocational training in handicrafts and industry.¹

The Large Generations ; the " Bulge ".

In the 1940s and early 1950s the number of young persons 15 years old was estimated at about 45,000. The first large generation of 15-year-olds (53,000) was in 1957. The generations will thereafter continue to grow until 1961 (71,000) ; this increase, a phenomenon common to many countries, has been called " the bulge ". Thereafter the size of each generation will become stabilised between 60,000 and 65,000.

The increase is uneven geographically, in so far as in agricultural counties the increase varies between 30 and 65 per cent., whereas in the towns increases as large as 100 per cent. have been observed. It is assumed that the migration into towns will further accentuate this trend.

The Committee's Recommendations.

The Committee recommended that the assimilation of the large generations² now about to enter the labour market should take place with a minimum of friction, and that the percentage of young persons entering handicrafts and industrial employment should remain the same as in previous smaller generations. This adaptation, the report states, requires a large expansion in economic activity, and it is considered highly important that the present structure of employment should not be changed too much in this process. The relative number of skilled and highly skilled workers should not be allowed to diminish, and for this reason the existing vocational training facilities, which were established to meet the requirements of smaller generations, must be expanded.

The vocational training situation at present. According to the latest industrial census the number of apprentices in industry is about 12,600. It is estimated that the desirable number of apprentices in 1965 should be about 20,000, i.e. an increase of about 60 per cent. in relation to 1953.

About 3,000 young persons were placed in vocational training schools in 1954-55 and 3,800 in 1957-58. To this figure should be added some 300 openings in the schools run by industrial concerns. In 1958-59 a number of temporary classes were opened and it is estimated that in the present school year altogether 5,000 students will commence their vocational training. It is felt that in addition some 3,000 to 3,500 openings must be provided by expanding the existing school system.

Measures proposed. The Committee found that it would be possible to provide about 600 new openings in the schools by arranging parallel classes in the iron and steel and metal trades. A total amount of 600,000 crowns has already been set aside for this purpose in 1958. The Committee recommends that the same arrangements be made in future years.

In order to promote vocational training within the undertaking the Committee proposes an extensive publicity and information campaign directed towards management and young persons, in which the authorities

¹ Innstilling fra Samordningsutvalget for yrkesopplaering: *De Store Ungdomskull og Yrkesopplaeringen I Handverk og Industri* (Oslo, 1958, mimeographed).

² " Generation " is here used in its demographical sense of all persons born in the same year.

concerned and various other bodies (such as apprentice committees, placement offices, labour market organisations, employers' associations and trade unions) should all co-operate; this campaign should aim at providing the largest possible number of new openings for apprentices.

Undertakings which employ apprentices should be given increased assistance, and undertakings and local communities should be encouraged to build housing accommodation for apprentices; this might be supported by government grants. The geographical scope of the Apprenticeship Act¹ should be widened to include all areas (counties and local communities) where opportunities for systematic training in a trade might be provided.

Tasks of the Apprenticeship Central Council. The body known as the Central Apprenticeship Council should be given the task of fully exploring all the questions raised and preparing detailed plans. It should also make proposals for increasing its staff in view of the additional activities it might have to carry out. It should also be asked to submit plans for the necessary surveys to be made in each county and, where necessary, at the local level.

A vocational training planning board. In order to promote vocational training in schools, a planning board for vocational training schools should be set up to prepare a detailed programme for the expansion of the vocational training school system over the next few years. The planning board should also aim at providing an educational programme with the emphasis on vocational training for young persons, about to enter industrial employment, who have not the necessary aptitude to follow a complete course of training for a skilled trade examination. It was the Committee's opinion that the planning board should give priority to the more urgent problems and submit suggestions for solving them as soon as possible without waiting until a complete discussion of every aspect of the vocational training situation had taken place.

Role of the Government. It was finally recommended that the Government should in the next few years give direct financial support to counties and districts in the southern parts of the country which have not at present sufficient financial means to expand their vocational school system. The Government should also consider the possibility of establishing government-run schools for trades in which the number of students in the local schools in a given district or county is not sufficient to make up a full class or instruction group.

THE EMPLOYMENT SITUATION IN POLAND IN 1958

The employment situation in Poland in 1958 was characterised by the gradual elimination of labour surpluses in some areas of the national economy and of labour shortages in others; during the same period, the situation as regards the employment of women improved.²

Employment Policy.

For some time Poland had been suffering from an unbalanced distribution of labour by industry and by region. With a view to remedying this situation gradually, dismissals of redundant workers were carried out in 1958. Those affected by this measure included some 80,000 to 100,000 persons in receipt of pensions or annuities, whose jobs were filled by transfer of other

¹ I.L.O. *Legislative Series*, 1950—Nor. 2... 1954—Nor. 1. See also *Industry and Labour*, Vol. XIV, No. 6, 15 Sep. 1953, p. 281.

² Communication from the Polish Government to the I.L.O. For a previous article on the employment situation in Poland see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 131.

ACTIVITIES OF EMPLOYMENT OFFICES

Applications, vacancies and placements	Skilled workers		Unskilled workers		Young persons (wage earners and salaried employees)		Salaried employees		Total	
	A	B	A	B	A	B	A	B	A	B
Job applications on file:										
<i>Men</i>	1,893	2,958	2,222	2,770	1,596	1,203	3,190	3,669	8,901	10,598
<i>Women</i>	846	1,319	9,599	12,724	3,778	2,482	3,737	5,008	17,960	21,533
Total	2,739	4,277	11,821	15,494	5,374	3,685	6,927	8,677	26,861	32,131
Vacancies notified:										
<i>Men</i>	32,141	39,755	79,703	98,495	1,796	2,559	2,218	3,671	115,858	144,492
<i>Women</i>	3,538	4,421	24,132	25,768	1,344	1,448	1,895	2,684	30,909	34,309
Total	35,679	44,176	103,835	127,263	3,140	4,007	4,113	6,355	146,767	178,801
Persons placed between 1 January and 30 June:										
<i>Men</i>	117,066	133,940	271,775	312,001	30,245	37,649	28,773	38,738	458,859	522,328
<i>Women</i>	26,696	22,105	157,409	175,193	24,572	24,370	26,350	32,606	229,027	254,274
Total	137,762	156,045	429,184	487,194	54,817	62,018	55,123	71,344	687,886	776,602

A = on 30 June 1957.

B = on 30 June 1958.

workers from within the undertaking. As a result of the dismissals applications for employment filed with the placement offices increased somewhat by comparison with the previous year. However, there was no decrease in employment opportunities, as the number of vacancies notified also increased, particularly in the coal-mining and construction industries.

Trends in Labour Supply and Demand.

The table on page 257 gives the number of job applications and vacancy notifications filed with placement offices, and the number of persons placed, on 30 June 1957 and 30 June 1958.

It will be seen from this table that job applications on 30 June 1957 numbered 26,861, while there were 146,767 vacancies. This represents 5.5 vacancies per applicant. On 30 June 1958 the corresponding figures were 32,131 applications against 178,801 vacancies, i.e. 5.6 vacancies per applicant. Not only was there an increase in the number of job applicants but the number of persons placed in new jobs also increased—from 687,886 (during the first half of 1957) to 776,602 (during the first half of 1958).

The distribution of job applicants by sex did not change substantially during the period under review. Both on 30 June 1957 and on 30 June 1958 men accounted for 33 per cent. of all applications. On the other hand the percentage of vacancies for male workers was slightly higher on 30 June 1958 than a year earlier (80.8 per cent. as compared with 78.9 per cent.).

Women's Employment.

The position as regards the employment of women improved in several regions, e.g. the voivodships of Katowice, Wroclaw and Opole. In the Katowice voivodship there were 4,844 vacancies for 615 female job applicants in October 1958. In the city of Lodz the corresponding figures were 3,910 and 193.

Young Persons.

The position regarding the employment of young persons improved substantially, thanks to the introduction of a new vocational training scheme and the arrival on the employment market of the less numerous generations born during the war. Thus whereas, on 30 June 1957, 5,374 young persons were registered as applicants for employment as compared with 3,140 vacancies (0.6 vacancy per person), on 30 June 1958 the number of applicants had fallen to 3,683 for 4,007 vacancies (1.1 vacancy per person).

Seasonal Employment.

As in previous years, there were considerable fluctuations in the employment market owing to the seasonal nature of certain types of work. For example, vacancies for unskilled workers, the group most severely affected by seasonal fluctuations, fell from 103,835 on 30 June 1957 to 33,548 on 31 December 1957 and rose again to 124,263 on 30 June 1958.

Reorganisation of the Employment Service.

By an order of the Council of Ministers dated 18 April 1958 concerning the organisation of the various sections of the People's Councils, certain changes were made in the structure of local placement offices. Since 8 May 1958 the employment sections have been merged with the retirement and social welfare sections. Henceforth, these public bodies are to be known as the "employment and social affairs sections" of the People's Councils. Their functions have remained unchanged.

MIGRATION

MIGRATION TO BRAZIL IN 1957

Figures published by the Brazilian Geographical and Statistical Institute show that 53,613 persons immigrated into Brazil in 1957. This was an increase of almost 20 per cent. over the figure for 1956 (44,806).¹

Immigrants' Nationality.

Portuguese immigrants continued to form the largest national group, with 19,471 persons or about 36 per cent. (16,803 or 38 per cent. in 1956). Spaniards decreased from 7,921 or 18 per cent. in 1956 to 7,680 or 14 per cent. in 1957. The number of Italians increased from 6,069 in 1956 to 7,197 in 1957, although the proportion fell from 14 to 13 per cent.

Japanese immigration increased by over 1,000 persons, from 4,912 in 1956 to 6,147 in 1957; the proportion was the same (11 per cent.) in the two years. There were 2,017 Hungarian immigrants in 1957, a very large increase as compared with the two previous years (52 in 1955, 34 in 1956).

Occupations.

In 1957, 25,686 or about 48 per cent. of the immigrants were domestic workers (22,458 or 50 per cent. in 1956). Table I shows that the majority of immigrants of all nationalities except Japanese were domestic workers. About 84 per cent. of the Japanese were unskilled farm workers and only 14 per cent. were domestics.

Of all the immigrants 16 per cent. belonged to agricultural occupations (18 per cent. in 1956). The proportion of skilled industrial workers remained at 15 per cent., as in 1956.

TABLE I. CLASSIFICATION OF IMMIGRANTS BY NATIONALITY AND OCCUPATION, 1957

Nationality	Un-skilled farm workers	Farmers	Un-skilled industrial workers	Skilled industrial workers	Technicians	Domestic workers	Commerce	Miscellaneous	Total
German	11	—	11	103	96	446	102	183	952
Greek	48	2	33	373	42	573	61	88	1,220
Hungarian	21	—	76	473	129	1,076	57	185	2,017
Italian	514	53	406	1,532	168	3,666	176	682	7,197
Japanese	5,140	—	—	59	22	867	26	33	6,147
Lebanese	103	—	7	171	5	529	49	36	900
Portuguese	1,716	19	477	1,858	29	10,214	3,456	1,702	19,471
Spanish	594	4	102	2,572	42	3,842	94	430	7,680
United States	5	—	6	63	187	793	77	230	1,361
Others	482	7	43	511	344	3,156	466	798	5,807
Stateless	8	—	16	101	59	524	83	70	861
Total	8,642	85	1,177	7,816	1,123	25,686	4,647	4,437	53,613

¹ Instituto Brasileiro de Geografia e Estatística, Conselho Nacional de Estatística: *Boletim Estatístico* (Rio de Janeiro), 16th Year, No. 63, July-Sep. 1958, pp. 25-29. For 1956 see *Industry and Labour*, Vol. XIX, No. 12, 15 June 1958, pp. 486-488.

Sex and Age of Immigrants.

Most of the immigrants—30,892 or about 58 per cent.—were males (25,044 or 56 per cent. in 1956). As regards age, 35,836 immigrants, or about 67 per cent., were between 18 and (under) 60 years of age (29,671 or 66 per cent. in 1956) and 5,997 or 11 per cent. were under 7 years (5,665 or 13 per cent. in 1956).

Family Status.

The immigrants included 8,974 heads of families (7,510 in 1956), 21,820 dependants (17,730 in 1956) and 22,819 others (19,566 in 1956). Most of the immigrants—31,596 out of a total of 53,613—were unmarried (26,698 out of 44,806 in 1956).

TABLE II. CLASSIFICATION OF IMMIGRANTS BY NATIONALITY AND SEX, 1957

Nationality	Men	Women	Total
German	490	462	952
Greek	749	471	1,220
Hungarian	1,141	876	2,017
Italian	4,109	3,088	7,197
Japanese	3,779	2,368	6,147
Lebanese	535	365	900
Portuguese	11,259	8,212	19,471
Spanish	4,423	3,257	7,680
United States	764	597	1,361
Others	3,198	2,609	5,807
Stateless	445	416	861
Total	30,892	22,721	53,613

Education.

The absolute number of illiterate immigrants increased from 8,659 in 1956 to 9,378 in 1957, but the proportion fell from 19 to 17 per cent.

There was a slight decrease in the proportion of illiterates among the Japanese and Portuguese—from 22 and 21 per cent. respectively in 1956 to 21 and 20 per cent. in 1957. Among the Spanish immigrants illiterates remained at the same proportion (16 per cent.) as in 1956. Italian illiterates decreased from 19 per cent. in 1956 to 15 per cent. in 1957.

TABLE III. CLASSIFICATION OF IMMIGRANTS BY NATIONALITY AND AGE GROUP, 1957

Nationality	Under 7 years	7 to 12 years	12 to 18 years	18 to 60 years	Over 60 years	Unspecified	Total
German	69	43	51	718	70	1	952
Greek	105	88	72	908	47	—	1,220
Hungarian	180	168	147	1,431	90	1	2,017
Italian	699	567	566	5,025	340	—	7,197
Japanese	910	731	622	3,740	144	—	6,147
Lebanese	118	85	133	535	29	—	900
Portuguese	2,083	1,506	2,623	12,770	488	1	19,471
Spanish	753	554	723	5,397	253	—	7,680
United States	256	135	79	854	36	1	1,361
Others	743	506	379	3,908	268	3	5,807
Stateless	81	73	78	550	78	1	861
Total	5,997	4,456	5,473	35,836	1,843	8	53,613

CONDITIONS OF WORK

VACATION PAY AND PAID PUBLIC HOLIDAYS IN THE UNITED STATES

An analysis of provisions in respect of paid vacations and paid holidays applying in industry as a whole has been made by the Bureau of Labor Statistics of the United States Department of Labor in the course of a series of studies of wages and related conditions of work in main labour market areas throughout the country.¹

The survey was made during the winter months 1957-58. Six broad industrial sectors in 17 labour-market areas were covered—manufacturing; transport (except railways), communications and other public utilities; wholesale trade; retail trade; finance, insurance and real estate; and selected service industries. Municipally owned utilities and government-owned establishments were excluded. Approximately 4,550 establishments were selected for the sample survey. They in turn are representative of 23,380 establishments employing 7.3 million workers. In carrying out the survey it was assumed that the provisions concerning paid vacations and paid holidays applied to all the workers in a given undertaking (excluding administrative and professional personnel) if a majority of them were eligible or would eventually obtain the right to such vacations or holidays.

Paid Vacations.

Vacation period and service requirement. Tabulated statistics show the percentages of workers, in each of the 17 areas surveyed, who were eligible for a paid vacation of a certain duration (expressed as vacation pay) after various periods of service. These statistics, as summarised in the Department of Labor's report on the survey, indicate the most usual provisions throughout the country. One week's pay or more after a year's service was an almost universal rule for office and plant workers in each of the 17 labour-market areas. Two weeks' pay after five years' service was the rule in the case of almost as many workers, except for plant workers in the southern areas. Three or more weeks' pay after ten years was given to more varying percentages of workers in the different areas, ranging from 20 to 50 per cent. of the plant and office workers, after 15 years' service, the same period of vacation was given to a greater percentage of all workers (from 75 to 90 per cent. of the total). The percentages of workers to whom four weeks' paid vacation was given in most areas was from 25 to 50 per cent. of the office workers and from 16.6 to 40 per cent. of the plant workers. The period of service required in both cases was 25 years (there were, however, a number of undertakings where four weeks were given after 20 years).

Comparison between office workers and plant workers. The maximum vacation pay obtainable and the amount of pay for comparable service were more liberal for office workers in the great majority of the areas and in individual industrial sectors. Many more office workers, for example, qualify for vacation pay after six months. Two weeks' vacation pay or more after a year of service was much more widely granted to office workers.

¹ Department of Labor: *Monthly Labor Review*, Vol. 81, No. 10, Nov. 1958, pp. 1256-1261. Earlier information on paid annual vacations in industry as a whole in the United States appeared in *Industry and Labour*, Vol. III, No. 8, 15 Apr. 1950, pp. 312-313.

Provisions were about the same for both groups after five years' service, except in two southern areas where the percentage receiving two weeks' vacation after five years was much lower for plant employees than for office workers. Vacation pay arrangements after 10, 15, 20 and 25 years' service progressively favoured office workers in most areas; the survey showed a tendency for the percentage of such workers able to acquire the right to three or four weeks' vacation pay to increase constantly.

Differences between various industries. Length-of-service requirements were generally more liberal for plant workers in the public utilities sector than for the same category of workers in the other industrial sectors (those for which data are available). Among five of the industrial sectors already listed (excluding finance), public utilities were well to the forefront as regards the percentage of workers who were offered a week's paid vacation for as little as six months' service. The percentage of plant workers to whom two weeks or more paid vacation was given after one year's service was also highest in public utilities and the wholesale trade; in most of the areas the necessary data for a comparison were available. Three weeks' paid vacation or more after ten years' service was most often found in retail trade, and after 15 years' service, in public utilities. Public utilities led all sectors in providing in most areas four weeks' pay to large numbers of plant workers (varying between 25 and 75 per cent. of the total number of plant workers); this was the only sector in which the percentages were generally higher for plant than for office workers.

Vacation pay systems. For most workers vacation pay is expressed in terms of regular or average earnings, varying according to a sliding scale from as little as one day's vacation pay after a short length of employment to as much as the four weeks' pay after long service. Another type of graduated plan expresses vacation pay as a percentage of the worker's annual earnings, and this type of plan applied to more plant than office workers, a great majority of them being production employees in manufacturing. Other types of vacation pay, such as lump-sum payments, were unusual; they applied to 2, 3 or 4 per cent. of the plant workers in only three areas.

Recent trends. A comparison with the conditions which existed in the same period of 1952-53 shows improvements during the past five years for both office and plant workers. For example, this was the case as regards the maximum amount of vacation pay. In the winter 1952-53, 28 per cent. of office workers had a maximum of two weeks' paid vacation in 18 areas taken as a whole; 52 per cent. had a maximum of three weeks and 19 per cent. had four weeks. By winter 1957-58 the proportion with a two-week maximum had decreased to 12 per cent., but the proportion with a maximum of four or more weeks had increased to 35 per cent. For the plant workers during this five-year period the percentage with a maximum of two weeks' paid vacation fell from 37 to 19 per cent., while those with a maximum of three weeks increased to 16 per cent., and those with four weeks increased from 7 to 19 per cent.

Paid Holidays.

Annual number of holidays. In the 17 areas under review a certain number of paid public holidays in the year were given to virtually all office workers, and to 90 per cent. or more of the plant workers in all of the areas except two cities—New Orleans (only 79 per cent.) and Atlanta (81 per cent.). The number of paid holidays varied widely within and among the areas studied.¹ The most liberal holiday provisions were in the four north-east areas

¹ A note on paid public holidays in all industries in the United States appeared in *Industry and Labour*, Vol. V, No. 11, 1 June 1951, p. 432.

where a majority of the office workers in two of these areas received 11 or more days, and a majority of the plant workers in three of the areas received eight or more days' total paid holiday (cases of two half-day holidays were counted as one full day). More than half of the office workers in three other areas received an equivalent of eight or more paid holidays, and an equivalent of seven or more holidays was given in still nine other areas. A majority of the plant workers received seven or more holidays in all but six areas.

Recent trends. The gain in paid holiday time during the five-year period since winter 1952-53 occurred chiefly in the percentage of workers receiving seven or eight holidays. The 37 per cent. of office workers whose paid holiday time totalled six days in winter 1952-53 had declined to 19 per cent. in winter 1957-58, but the proportion receiving seven or more paid holidays advanced from 59 to 79 per cent. The percentage of plant workers who received six days in 1952-53 had dropped from 55 to 26 per cent. by 1957-58, while the number of plant workers receiving seven or more days nearly doubled by 1957-58 (from 33 to 65 per cent.).

SOCIAL SECURITY

A NEW UNEMPLOYMENT ASSISTANCE SCHEME IN FRANCE

On 31 December 1958 the National Council of French Employers, on the one hand, and the French Confederation of Christian Workers, the General Confederation of Supervisors and the General Confederation of Trade Unions—*Force ouvrière*, on the other, signed an agreement establishing a national inter-occupational scheme of special unemployment allowances for industrial and commercial workers.¹

The regulations governing the scheme and the rules of the bodies by which it is administered are part of the agreement, which is the outcome of a concerted effort on the part of employers' and workers' organisations to find means of mitigating hardships resulting from the repercussions of economic fluctuations on the employment market.

Scope.

The new scheme covers persons employed in France (including Corsica but not the other overseas départements) by undertakings belonging to an industrial or inter-industrial association affiliated to the National Council of French Employers, with the exception of mineworkers, who are covered by the special legislation applying to miners. Provisions dealing with special categories of workers such as registered seamen, dockworkers, homeworkers, salesmen and commercial travellers, frontier workers, seasonal workers and employees of undertakings operating a public concession are to be issued shortly by a joint national commission empowered to determine matters relating to the interpretation and scope of the regulations governing the scheme. The agreement now covers about 5 million industrial and commercial employees and there is provision for the possibility of further extension.

¹ *Liaisons sociales* (Paris), No. 2137, 31 Dec. 1958.

Administration.

The scheme is administered by joint bodies established at two levels : a National Inter-occupational Union for Industrial and Commercial Employment (*Union nationale interprofessionnelle pour l'emploi dans l'industrie et le commerce*) and regional associations for industrial and commercial employment (*associations pour l'emploi dans l'industrie et le commerce*). The regional associations administer the funds established under the scheme, while the National Union, grouping all of the associations, will manage a National Equalisation and Guarantee Fund and will be entrusted with administrative and financial supervision over the scheme's operations. Apart from managing the scheme, the Union and the Associations must fulfil the general objectives of the agreement.

Finance.

The regional funds administered by the associations and a National Equalisation and Guarantee Fund managed by the Union are to be financed by entrance fees and annual contributions. Entrance fees, paid exclusively by employers who subsequently join the scheme or come within the scope of the agreement establishing it, ensure their participation in a Reserve Fund ; the rate is determined each year by the Union but may not exceed 2 per cent. of the wages used as a basis for determining the annual tax based on the total wage bill for last year for which complete accounts exist. Annual contributions, of which 80 per cent. are borne by the undertaking and 20 per cent. by the workers, are levied on all earnings in respect of which the annual tax based on the total wage bill (*versement forfaitaire*) is payable by the employer, except the earnings of persons over 65 years of age and others not covered by the scheme and earnings in excess of the maximum figure taken into account for assessing contributions to the supervisors' superannuation scheme. Subject to these limitations, the contribution rate is fixed at 1 per cent. of earnings.

The reserves provided for under the scheme include a working capital fund maintained by each of the regional associations and a National Equalisation and Guarantee Fund. When the total reserves amount to 2 per cent. of all the wages on which contributions for the last financial year were assessed and the estimated expenditure for the coming year is less than 1 per cent., the Union may order a general reduction of contributions. Such reduction is compulsory where the reserves at the end of the preceding financial year and the estimated reserves at the end of the current year both exceed 2.5 per cent. Where such a general reduction is prescribed, the Union fixes the rate of contribution of each regional fund at the amount of its estimated expenses.

Partially unemployed workers, certified as such, are exempted from paying contributions ; the same applies to those whose monthly contributions are assessed at less than 55 francs (in the provinces) or 66 francs (in the Paris area).

Benefits.

Qualifying conditions. In order to qualify for allowances under the scheme, an insured person must have belonged for at least three out of the 12 months preceding the termination of his employment contract to one or more undertakings falling within the scope of the scheme and have worked for at least 180 hours in one or more of these undertakings during the past three months. Claimants having already received an allowance in the past need fulfil only the latter condition. The qualifying periods of 12 and three months may be extended, where appropriate, by the length of time during which the worker was receiving allowances under a social insurance scheme, but in no case by more than one year. Any time spent in the armed forces or in a vocational training establishment is also added on to the qualifying periods. Other qualifying conditions are the following :

(a) claimants must be registered as applicants for employment with the manpower service of the département or at the town hall of their place of residence ;

(b) they must be under 65 years of age or under the normal retirement age for their previous occupation, whichever is lower ;

(c) they must be physically fit for employment ;

(d) they may not have voluntarily left their employment without valid reason ; and

(e) they must not be seasonally unemployed workers.

Duration of Benefits.

Persons meeting the prescribed conditions are entitled to special unemployment allowances under the scheme for a total of 270 days (working days and public holidays included). In the case of persons who can prove that they were employed in one or more undertakings covered by the scheme for more than five years, this period is extended by one month for every five-year period of employment, but may not exceed one year altogether. The allowance is paid from the third day following submission of the claim. Claims may be submitted only after the actual cessation of employment.

The allowance ceases on the day on which the worker resumes gainful employment or is admitted to a vocational training centre where he is paid during training or if he is entitled to sickness insurance benefit under the social security scheme or is officially stricken from the register of job applicants.

Basis for calculation of benefit. Benefits are calculated by reference to all earnings on which contributions were levied during the last six months preceding the date of cessation of employment. In cases of certified under-employment when, owing to a production cut, hours worked on a full-time basis over the last six months average less than 40 a week, the earnings are adjusted by the difference between the amount actually earned and that corresponding to a full 40-hour week. The wage taken as a basis for calculation may not in any case exceed one-half of the maximum annual contributory wage as of the date of dismissal.

Amount of benefit. The daily allowance is equal to 35 per cent. of the average daily wage during the period of reference (30 per cent. when the payment of the benefit is extended beyond 270 days). Where the unemployed person has been occupied on a full-time basis, the minimum daily allowance payable under the scheme is equal to the daily unemployment relief benefit paid by the State, i.e. from 350 to 380 francs, depending on the beneficiary's place of residence. The allowance is paid without means test ; if, however, together with the unemployment relief benefit paid out of public funds it exceeds 80 per cent. or one-eightieth of the wage used as a basis for its calculation, it is reduced by the amount by which the total benefit exceeds this percentage. The percentage is increased to 85 per cent. in the case of persons in receipt of daily unemployment relief payments who are entitled to one or more additional allowances in respect of dependants. It is increased to 90 or (in certain cases) 95 per cent. where the daily allowance amounts to the minimum payable. Benefits in kind which continue to be granted by the former employer must be deducted from the amount of the allowance in accordance with a fixed schedule.

Other provisions. The allowances paid under the scheme are unattachable and inalienable. They are excluded from the assessment of the global tax on wages and of social security contributions. The contributions paid by employers and workers under the scheme may be deducted from taxable income.

Sanctions.

Overdue contributions are increased by 1 per cent. for every month's delay after the date on which an order to pay is served on the undertaking. If the undertaking fails to comply with such an order, the executive board of the regional association concerned may decide that, beyond a specified date, which must be notified to the undertaking two weeks in advance, the latter will have to bear the expense of all benefits payable to workers dismissed by it, regardless of the date of dismissal. This obligation ceases as soon as the undertaking pays up its arrears of contributions.

Duration of the Agreement.

The agreement is concluded for a period of three years and is renewable by tacit consent for further periods of three years until either one of the signatory parties denounces it or asks for its revision. Non-signatory national trade union confederations may accede to the agreement on request. The scheme began to operate on 1 February 1959, with coverage retroactive to 1 January 1959.

Partial Unemployment.

The parties are contemplating undertaking, as soon as possible, a study of the problems of partial unemployment with a view to reaching appropriate solutions in keeping with the spirit of the agreement.

State Action.

Pursuant to the agreement of 31 December 1958, an order (No. 59-129 dated 7 January 1959)¹ defines the guiding principles for public assistance to unemployed workers.

Responsible agencies. State action in this field is to be carried out through the National Unemployment Assistance Fund, its sections for each département or inter-département sections, municipal funds, the public employment service, and centres for the vocational training of adults operating under the Ministry of Labour. In discharging its responsibilities in this field, the Ministry of Labour is assisted by a national and several regional advisory manpower committees, the composition and functions of which will be determined by decree. The département or inter-département sections of the National Unemployment Assistance Fund pay unemployment benefits to unemployed persons not eligible for membership in a municipal unemployment relief fund.

Extension of agreements. Labour-management agreements providing for special unemployment allowances may be declared generally binding throughout the industry and geographical area covered by the agreement concerned, under a procedure laid down in the above-mentioned order.

WORKERS' EDUCATION

AN ASIAN SEMINAR ON WORKERS' EDUCATION

An Asian Seminar on Workers' Education was held at Manila and Baguio City, Philippines, from 17 to 31 October

¹ *Journal officiel de la République française*, 91st Year, No. 7, 9 Jan. 1959, p. 644.

1958. It was sponsored by the Labor Education Center¹ of the University of the Philippines and organised with the co-operation of the International Confederation of Free Trade Unions (I.C.F.T.U.), the U.N.E.S.C.O. and the I.L.O.

Attendance.

A total of 40 participants from major trade union organisations in nine Asian countries attended the Seminar. Mr. M. Swerdlow, Director of Education, Canadian Labour Congress, was engaged by the I.L.O. for the Seminar as one of its two representatives. The director of the Seminar was Mr. C. D. Calderón, of the Labor Education Center.

Programme.

The Seminar programme comprised a series of lectures and discussions and four study commissions on—

- (a) organising, financing and promotion of workers' education ;
- (b) curriculum and materials ;
- (c) staff and teacher training ;
- (d) relationship of trade unions with other agencies in this field.

Work of the Seminar.

The series of lectures and discussions covered such subjects as were necessary to give the participants a good review of basic aspects of workers' education, e.g. "The Nature and Goals of Workers' Education", "Techniques of Workers' Education", "Setting up Local Programmes of Workers' Education", "Trade Union Research and Workers' Education" and "The Role of International Agencies in Workers' Education". In order to present to the Seminar the background against which workers' education was undertaken representatives of the I.C.F.T.U. and of the Philippines labour movement talked on the trade union movements in Asia and in the Philippines, and on the role of trade unions in economic development.

Through the heads of the various delegations, a review was made of the state of development of workers' education in the Asian countries. This included discussions of the programmes of major existing workers' education centres, such as those in Pakistan, the Philippines and the I.C.F.T.U.'s Asian Trade Union College at Calcutta, as well as the problems and principles to be considered for future development of workers' education in the Asian countries represented at the Seminar. To complete the picture, the Seminar heard a lecture and considered trends of workers' education in other parts of the world.

Papers Discussed.

Working papers on each of the themes discussed by the four study commissions were prepared by the secretariat of the Seminar and distributed together with a large amount of printed material on the various subjects discussed. A demonstration of audio-visual aids was also held, including labour films produced in the Philippines, and of use of other workers' education techniques, such as buzz sessions, role playing and panel discussions.

The programme was completed by field visits and various social events organised by the Philippines authorities. The final session of the Seminar considered and adopted the reports of the study commissions. It was felt that the Seminar had enabled the participants to acquire, among other things, an understanding of concepts, goals, problems and techniques of workers' education ; a consciousness of the need for building up and strength-

¹ For a note on the Center see *Industry and Labour*, Vol. XVII, No. 4, 15 Feb. 1957, p. 171.

ening their own programmes in workers' education in their respective countries ; a recognition of the primary responsibility of the trade unions in this field and, under certain conditions, the possibility of collaboration with other agencies ; an awareness of the need for training teachers in workers' education ; and a desire for more exchange of ideas, information and experiences in the development of workers' education in their countries, as well as for better co-ordination of the efforts made in this field in the Asian region.

EMPLOYERS' AND WORKERS' ORGANISATIONS

THE INTERNATIONAL CHRISTIAN TRADE UNION MOVEMENT

THIRTEENTH CONGRESS OF THE INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS

The Thirteenth Congress of the International Federation of Christian Trade Unions took place at Vevey, Switzerland, from 25 to 28 June 1958, under the presidency of Mr. G. Tessier, France.¹

The Congress was attended by 250 delegates from 35 countries. The United Nations, the International Labour Office, U.N.E.S.C.O. and various intergovernmental organisations were represented.

Report of Activities.

The report of activities circulated to the Congress, and presented by the Secretary-General, Mr. A. Vanistendael, surveyed the wide activities undertaken by the Federation since 1956. The report indicated that the I.F.C.T.U. had made effective use of the advisory status which it enjoyed with a number of intergovernmental organisations including the United Nations, the International Labour Office and U.N.E.S.C.O. The period under review had been marked by a great expansion in different continents : a dozen new affiliations had been recorded. Several missions had been carried out in different continents by the President and the Secretary-General, and the I.F.C.T.U.'s regionalisation had been carried further by the setting up of a European organisation. The next step would be to provide practical help for the underdeveloped countries and, in particular, to cater for trade union training there.

Resolutions Adopted.

The Congress adopted a number of resolutions, the most important of which are summarised below.

Economic development of underdeveloped countries. Referring to the Special Fund destined to expand the present activities of the United Nations and its specialised agencies in the field of technical assistance and development, the Congress considered the new project to be suited to further the social and economic development of underdeveloped countries ; stressed the usefulness of calling to the greatest possible extent upon the help of

¹ I.F.C.T.U.: *Labor* (Brussels), Vol. III, Nos. 2-3-4, July-Oct. 1958 (English edition). For a note on the preceding Congress see *Industry and Labour*, Vol. XV, No. 11, 1 June 1956, p. 482.

private organisations in carrying out the projects submitted to the Fund ; and renewed its appeal to the peoples, governments and parliaments of industrialised countries to contribute to all United Nations programmes for the economic and social development of underdeveloped countries.

Human rights. The Congress reiterated the importance it attached to the conclusion of the human rights treaties under consideration in the United Nations General Assembly, and expressed the hope that the General Assembly would grant to non-governmental organisations the right to intervene against any violation of the rights guaranteed under the treaties.

Trade union freedom. After noting with concern the fact that the workers of many countries are entirely or partially deprived of trade union freedom or freedom of association, and declaring that this freedom is an indispensable right, the Congress expressed the opinion that free trade unionism remained in all countries a decisive and indispensable factor of progress. It called upon all member States of the I.L.O. to ratify the Conventions and Recommendations relating to trade union freedom and the right to organise and bargain collectively. It reaffirmed the I.F.C.T.U.'s determination to pursue its action for the preservation of trade union freedom in the world.

Relations with the International Labour Organisation. Expressing its confidence in the work of the International Labour Organisation, the Congress noted with satisfaction the measures adopted by the Governing Body of the I.L.O.¹ "with a view to having a permanent inquiry made into the position existing in the world so far as trade union freedom is concerned". The Congress declared that such an inquiry would yield the best results only if the free trade unions were allowed to participate in an active way. Congress also expressed the opinion that a procedure should be established for examining complaints against the non-application of minimum standards concerning trade union freedom as laid down in I.L.O. Conventions and Recommendations. The Congress further appealed to governments to help the I.L.O. to fulfil its task and to base their attitude towards the problems of trade union freedom and the respect of human rights solely on the recognition of the dignity of workers as human beings, a principle which is the basis of all I.L.O. activities.

Expressing its full support for the African regional activities of the I.L.O., the Congress noted with satisfaction the establishment of an I.L.O. African Field Office and a tripartite Advisory Committee for African Territories South of the Sahara. It further expressed the opinion that early consideration should be given by the Governing Body of the I.L.O. to the desirability of regionalising existing universal Conventions and Recommendations. The Governing Body should also consider the extent to which Conventions and Recommendations of a regional character could be adopted to deal with certain problems.

In referring to the Industrial Committees of the I.L.O., the Congress expressed the opinion that the work of these bodies was of great practical importance in attempting to solve labour problems in various industries, and requested the Governing Body to examine to what extent it would be feasible and desirable to regionalise the work of the Industrial Committees and expand their powers so as to enable them, under the control of the Governing Body and the International Labour Conference, to draw up international Conventions and Recommendations concerning specific trade or industrial problems.

Finally, the Congress called upon all the member States of the I.L.O. to increase their financial contributions to enable the Organisation "to meet through its activities the needs resulting from the social, economic and technical progress now taking place all over the world".

¹ See *Industry and Labour*, Vol. XXI, No. 1, 1 Jan. 1959, p. 18.

Social policy in developing countries. Having noted that economically backward countries have become or are about to become partners with other nations within the various international institutions, the Congress recommended in a resolution the establishment of an economic system based on the traditions of collective life existing in certain countries and guiding production towards satisfying human needs. The resolution went on to recommend that the primary objectives of economic policy in these countries must be—

- (a) the organisation of internal markets ;
- (b) the development of crop-growing in priority to other farming ;
- (c) the organisation of export crops, mining exploitation, use of energy and the establishment of industries, the primary aim of all these activities being to assure for the country itself the share in production required for its own needs ;
- (d) the establishment of economic organisations to carry out research and supervisory activities in industry with the participation of workers' organisations.

The resolution also recommended that social policy in these countries should provide for such remuneration, working and social security conditions as would assure the workers a decent living and the possibility of developing their personality freely and harmoniously ; that the practice of collective bargaining between employers and workers should be loyally applied in all these countries, so as to give a dynamic impulse to social progress.

The Congress also requested the International Labour Organisation to set up a large programme of assistance to trade unions in underdeveloped and developing countries in co-operation with the international trade union organisations of the free countries. It invited the institutions of the European Economic Community to make provision in their policy for association of overseas territories in a sound economic and social training programme.

European integration. After reiterating its attachment to the idea of European integration in so far as it would contribute to widening the prospects of social and economic expansion, both in Europe and in its associated countries and territories, the Congress expressed the opinion that every country must participate in the effort for economic integration ; that an association agreement should be entered into between the six countries of the Economic Community and the 11 other countries which were members of the Organisation for European Economic Co-operation but not of the Economic Community. The Congress protested against the attitude of certain governments, as well as that of the responsible authorities within both organisations, who have not allowed for sufficient participation of the trade union movement when drawing up the treaties and setting up the Community services.

Hours of work. After declaring that reduction in hours of work is one of the appropriate means to ensure to the workers a share in the advantages of technical progress, and noting that the problem of the reduction in hours of work had become even more urgent in a number of underdeveloped countries, the Congress noted with satisfaction that this question had been included in the agenda of the 44th Session of the International Labour Conference (1960), and addressed an appeal to the governments of the different countries, in drawing up new labour legislation, to stress the priority of spiritual and social interests over considerations of a purely technical and economic character.

Elections.

The Congress unanimously re-elected Mr. Tessier as President of the I.F.C.T.U. and Mr. Vanistendael as Secretary-General.

TWELFTH CONGRESS OF THE INTERNATIONAL FEDERATION OF CHRISTIAN
TRADE UNIONS OF SALARIED EMPLOYEES, TECHNICIANS, SUPERVISORY
STAFFS AND COMMERCIAL REPRESENTATIVES

The 12th Congress of the International Federation of Christian Trade Unions of Salaried Employees, Technicians, Supervisory Staffs and Commercial Representatives was held at Coq-sur-Mer (Belgium) on 10, 11 and 12 September 1958. Mr. J. de Wit was in the Chair.¹

Attendance.

More than 120 delegates representing affiliated organisations in Austria, Belgium, France, the Federal Republic of Germany and the Netherlands attended the Congress. Representatives of the International Labour Office, the European Productivity Agency, the European Coal and Steel Community and the International Federation of Christian Trade Unions were also present.

Report and Resolutions.

Mr. J. Tessier presented the report on the activities of the Federation since the previous Congress.² On the basis of this report the Congress adopted several resolutions.

International Labour Organisation. The Congress was particularly interested in the passage of the report dealing with relations between the Federation and the International Labour Organisation. It adopted a resolution concerning the contemplated discussion of the problems of non-manual workers at the 43rd (1959) Session of the International Labour Conference and expressed the hope that the subject either of non-manual workers in general or of a particular group of non-manual workers would be placed on the agenda of subsequent sessions, as some of these problems could appropriately be dealt with by an international labour Convention or Recommendation. The Congress urged that the workers' delegates attending the Conference should be accompanied by technical advisers representing the non-manual workers so as to ensure satisfactory treatment of the problems concerning this group of workers.

Finally, it called for a substantial intensification of I.L.O. action with respect to non-manual workers.

Another resolution dealt with the improvement of the working of the I.L.O. Advisory Committee on Salaried Employees and Professional Workers and of the Industrial Committees. The Congress noted with satisfaction the change made in the procedure concerning the receivability of resolutions submitted to Industrial Committees but pointed out that this change would not in itself ensure that the Advisory Committee would be in a position to deal with the problems of the many different categories of non-manual workers. It urged once again that the problems of non-manual workers in the public sector and of self-employed professional workers should be dealt with by bipartite committees (governments and workers) and that the competence of the Advisory Committee should henceforth be limited to the problems of non-manual workers in the private sector. The Congress further asked that Industrial Committees should periodically hold special sessions devoted especially to the problems of non-manual workers in each of the industries concerned.

¹ Centrale nationale des employés: *Le droit de l'employé* (Brussels), 44th Year, No. 10, Oct. 1958, pp. 7 and 8. For a previous note on the Federation see *Industry and Labour*, Vol. XIV, No. 7, 1 Apr. 1957, p. 290.

² Fédération internationale des syndicats chrétiens d'employés, techniciens, cadres et voyageurs de commerce: *Revue*, No. 2, 1958, p. 1.

Automation and mechanisation in offices. The Congress adopted a resolution on the mechanisation of office work, addressed to the I.L.O.; this resolution was concerned particularly with vocational guidance and training problems arising out of the decrease in the number of unskilled clerks and accountants employed in modern offices. This decrease would only be partially offset by an increase in the number of highly skilled employees and technicians. The Congress therefore called for the preparation of estimates of medium-term and long-term employment trends and future changes in office personnel structure. This would provide a basis for the vocational guidance of young workers of both sexes intending to take up office occupations; instruction and training programmes would, of course, have to be adjusted accordingly.

The International Labour Office should also give special attention to health hazards created by the mechanisation and automation of office work and by working conditions in large stores. Finally, the Congress urged that provision be made for early retirement in the case of work involving nervous strain, as in the case of other unhealthy occupations.

Employment problems. The Congress stressed the need for action to combat unemployment. Persons having lost their jobs should have a priority claim on vacancies occurring in the same undertaking or in other undertakings in the same industry or community. Those who could not be re-employed without further training should receive a wage during the training period. Joint bodies should ensure that appropriate measures were taken to this end and also that the workers received a fair share of increased productivity resulting from automation or mechanisation (in the form either of wage increases or of collective bonuses) and that greater opportunities for promotion were provided through the organisation of training courses within the undertaking, preferably during normal working hours. Any undue nervous strain should be compensated for by the grant of adequate rest periods fixed on medical advice. Finally, the Congress stressed the importance of securing the willing co-operation of the staff in connection with proposed management decisions, and of a gradual approach to the introduction of automation or mechanisation.

Women workers' problems. The committee on female employment welcomed the fact that the I.L.O. Advisory Committee on Salaried Employees and Professional Workers, at its next session, would deal with the problems of non-manual female workers for the first time. The resolution adopted by the Congress deals with vocational guidance and training and the expanding need for highly qualified staff, including skilled women workers, which makes it imperative that women should receive the full benefit of advanced training facilities, including adaptation to modern working methods. The Equal Remuneration Convention, 1951, should be given full effect as rapidly as possible and the all-too-frequent discriminatory practices still existing in respect of the promotion of female employees should be eliminated.

Rights of employee inventors. The Congress adopted a resolution on the question of employee inventors, a matter which had already been dealt with in a special study by the Executive Committee of the Federation.¹ This resolution states that rights attaching to an invention belong in the first instance to the inventor; that, however, the undertaking may be entitled to preferential treatment in respect of the transfer of rights or patents or, alternatively, to some form of financial compensation; and that the most effective possible measures should be taken both at the national and international levels to ensure the fullest use of inventions in the interest

¹ Fédération internationale des syndicats chrétiens d'employés, techniciens, cadres et voyageurs de commerce : *L'inventeur salarié* (report submitted to the 19th Committee of the Federation—Versailles, Sep. 1957, mimeographed).

of the community. At the national level, the resolution urges the adoption of laws to protect patents and, at the international level, the establishment of standards under I.L.O. auspices. For the European countries, the Congress recommended the introduction of a patent which would be recognised on a Europe-wide basis; in this connection, it laid down a number of principles concerning, amongst other things, the cases in which an invention would be considered as the property of an undertaking or department and the action called for in this regard.

Underdeveloped countries. A resolution concerning the placing of scientific and technical knowledge at the disposal of underdeveloped countries was adopted by the Congress.

Another resolution deals with commercial representatives and calls for the adoption of a professional identity card which would be recognised by the countries belonging to the European Economic Community.

European Community. With regard to the various bodies set up to promote European economic co-operation, the Congress adopted several resolutions stressing the part played by salaried employees, technicians, supervisors, engineers and management personnel in advanced economies and the continually increasing need for additional staff in these categories. While welcoming the work of the seminar on the training of supervisors in the iron and steel industry held in Luxembourg on 29 and 30 May under the auspices of the European Coal and Steel Community with the co-operation of the European Productivity Agency and the International Labour Office, it expressed surprise and regret at the lack of interest thus far displayed by the various organs of the European Coal and Steel Community in the problems of non-manual workers. It called for the setting up of a special department within the Community to deal with such problems and for the participation of the workers concerned in the work of the Economic and Social Committee which, it felt, should have a special section set up for this purpose. Similar requests were addressed to the Euratom Commission.

A draft European social charter. Another resolution deals with the tripartite conference called by the International Labour Organisation at the request of the Council of Europe to study a draft European social charter.¹ It expresses the hope that the charter will contain agreed compulsory minimum standards of social policy, with provision for their gradual implementation by member States of the Council of Europe under the supervision of a permanent tripartite body. Problems of particular concern to non-manual workers should not be overlooked in the contemplated Charter.

ELEVENTH CONGRESS OF CHRISTIAN UNIONS OF TRANSPORT AND GENERAL WORKERS

The 11th Statutory Congress of the International Federation of Christian Unions of Transport and General Workers was held at Cologne on 25 and 26 October 1958, with Mr. J. Roscam (Belgium) presiding.²

Attendance.

Delegates of affiliated organisations in Austria, Belgium, France, the Federal Republic of Germany and the Netherlands took part in the Congress,

¹ See above, p. 237.

² Centrale chrétienne des ouvriers des industries de l'énergie, de la chimie, du cuir et diverses: *Bulletin des dirigeants* (Brussels), Nov.-Dec. 1958, p. 28.

as well as representatives of the International Federation of Christian Trade Unions and the International Labour Office.

Secretary's Report ; Resolutions.

Mr. N. J. Vaasen, Secretary of the Federation, informed the Congress of the establishment of occupational groups and committees, within the Federation, for the following industries: chemical, petroleum, hides and leather, transport. The Congress also adopted a resolution stating (a) that the work of the Federation's committees should not be restricted to economic and social problems of importance in Europe, but should also extend to the problems of other continents; and (b) that the committees should consider establishing subcommittees.

In the same resolution the Congress also denounced the lack of real respect for freedom of association in many countries of the "free" world which had reached a high level of industrial development. It appealed to governments and parliaments, as well as to employers' and workers' organisations, in all countries to guarantee effective exercise of the right to associate.

Other Resolutions.

International Labour Organisation. The Industrial Committees of the I.L.O. were the subject of a special resolution in which the Congress referred to the "satisfactory operation in general" of these committees and to the improvement in their efficiency, utility and influence as the representatives grew more familiar with conditions in the various countries and with the methods of work at tripartite international meetings. The Congress stated that these committees should remain tripartite advisory bodies and should meet every two years. It urged governments to ensure that sufficient financial resources were placed at the disposal of the I.L.O. so that the Industrial Committees might operate satisfactorily and so that all bona fide representative trade unions might be able to send delegations to them.

Flags of convenience. The Congress also adopted a resolution in which it—(a) expressed its disquiet at the action of employers in various countries who were placing more and more cargo vessels under flags of convenience; (b) urged affiliated seafarers not to take service on such vessels unless safeguards regarding conditions of work and social security for crews had been obtained by collective or other agreement; and (c) instructed the executive of the International Federation to urge all affiliated organisations to fight this socially undesirable practice so that good conditions of work and fair social security arrangements might be applied in all the fleets of the world.

Organisation and Administration.

The Congress ratified the affiliation of various trade unions in Chile and the Federal Republic of Germany.

It decided to explore the possibility of grouping various international trade federations belonging to the International Federation of Christian Trade Unions with a view to establishing a joint secretariat.

Finally, the Congress elected Mr. H. van Hoorick (Belgium) as President of the Federation, and Mr. S. T. van Bijsterveld (Netherlands) as Secretary.

ELEVENTH CONGRESS OF THE INTERNATIONAL FEDERATION OF CHRISTIAN
TRADE UNIONS OF TRANSPORT WORKERS

The 11th Congress of the International Federation of Christian Trade Unions of Transport Workers was held in

Zürich from 3 to 5 September 1958 under the chairmanship of Mr. M. Nickmilder (France).¹

Attendance.

Fifty representatives of affiliated organisations in Austria, Belgium, France, the Federal Republic of Germany, Luxembourg, the Netherlands and Switzerland attended the meeting. Representatives of the International Labour Office, the European Economic Community, the International Federation of Christian Trade Unions and the Swiss Federal Railways were also present.

Resolutions.

Technological progress. The Congress adopted a resolution urging that the greatest account be taken of the indispensable technological progress required to provide essential transport services of an increasingly high standard and specifying that working conditions, wages and any necessary staff reconversions should always be in keeping with the dictates of social progress. It was also decided to set up within the Federation a committee entrusted with the study, possibly with I.L.O. co-operation, of the matter of early improvements in the working conditions of transport personnel.

European Economic Community. On the basis of a report by Mr. J. Tessier concerning transport in the European Economic Community, the Congress adopted a resolution calling once again for effective co-ordination between the various means of transport, expressing the determination of the Federation to co-operate with other bodies and stressing the need for adequate representation of transport workers' unions in the appropriate bodies of the European Economic Community.

International Labour Organisation. The work of the I.L.O. on behalf of transport workers was dealt with in a special resolution, recalling, in particular, that the problems of transport workers warranted continued and, indeed, increased attention on the part of the Organisation. Accordingly, the frequency of sessions of the Inland Transport Committee should be kept at two years and the conclusions of the Committee should be translated into concrete action at the national level, in consultation with governments, employers and workers.

The rapid rate of technological progress in the transport field made it essential that the repercussions of such progress on employment in the transport industry should be included in the agenda of the next session of the Inland Transport Committee, together with a study of the working conditions of railway workers when planning co-ordination with other means of transport. Continued attention should be given to the problems of road transport workers. In particular, the discussion on the protection of drivers against legal liabilities arising in the course of their employment should be resumed at the next session of the Inland Transport Committee.

The Congress further deplored the failure of the I.L.O. *Ad Hoc* Meeting on Civil Aviation which, in its view, was due essentially to the bipartite composition of the meeting, to which the Federation had been opposed. The Congress welcomed the decision taken by the I.L.O. Governing Body to call a second meeting consisting, this time, of government representatives as well as workers and employers. It asked that the Federation should be associated both in the preparatory work and in the proceedings of the meeting, which should be held in 1960 at the latest.

With regard to the question of shorter working hours in transport industries, the Congress considered that the I.L.O. should deal with the

¹ Fédération des syndicats chrétiens du personnel de la Confédération et des entreprises de transport : *Service et communauté* (Winterthur), 40th Year, No. 35, 29 Aug. 1958, and Nos. 36-37, 12 Sep. 1958.

matter as part of the study now being carried out and that every effort should be made to ensure that the workers concerned received the benefit of such measures as rapidly as possible, taking account of increased productivity and modernisation in the transport field. Finally, the resolution points out that close co-operation between the I.L.O. and the various European bodies is one of the best ways of ensuring that workers receive the full benefit of the social objectives of the European Community.

Organisation.

The Congress called for the full co-operation and authority of the I.F.C.T.U. towards ensuring the union of all transport workers in a single international organisation under its aegis.

GENERAL MEETING OF THE INTERNATIONAL FEDERATION OF CHRISTIAN AGRICULTURAL WORKERS

The General Meeting of members of committees of the International Federation of Christian Unions of Agricultural Workers was held in Paris on 3 and 4 September 1958.¹

Attendance.

Delegates were present from Austria, Belgium, France, the Federal Republic of Germany, the Netherlands and Switzerland, as well as representatives of the International Federation of Christian Trade Unions and two of its affiliates—the International Federation of Christian Workers in the Food, Drink, Tobacco and Hotel Trades and the International Federation of Christian Unions of Transport and General Workers.

Resolutions.

The I.L.O. Permanent Agricultural Committee. The Meeting adopted several resolutions. In one dealing with the International Labour Office, it expressed regret that the Permanent Agricultural Committee of the I.L.O. had not met since 1955, asked that the next session of this Committee should not be postponed beyond 1960, and requested that the Christian Agricultural Worker's Unions should then be more amply represented.

Underdeveloped regions. In a resolution dealing with the situation in underdeveloped regions, the Meeting pointed out that agricultural workers in these regions have benefited to a certain extent from assistance provided by the United Nations and its specialised agencies in various forms; nevertheless, the standard of living of these agricultural workers was so low as to justify much more extensive aid. Practical experience had recently shown that an improvement in the quantity and quality of agricultural output did not automatically reduce poverty; it must therefore be ensured that conditions of work enabling agricultural workers to develop fully in the human sense were introduced; improvement in the spiritual and material wellbeing of these workers depended to a major extent on statutory and other measures which would put an end to the despotism and exploitation on the part of many employers, landowners, moneylenders and middlemen; it was essential to prepare a special report, dealing with the position of agricultural workers in the underdeveloped regions, which would be submitted to a special agricultural conference organised by the I.L.O. in co-operation with other specialised agencies concerned; such a report should favour the formulation and implementation of a co-ordinated international programme to provide the underdeveloped regions with all the assistance

¹ Communication from the Federation.

which they require with a view to a higher standard of life for the rural population and particularly for agricultural wage earners.

On the same lines the Meeting adopted a resolution expressing its full support for the work of the Food and Agricultural Organisation of the United Nations and its readiness to assist in the campaign against hunger.

Freedom of association. The Meeting also adopted a resolution stating that in many countries agricultural workers were particularly deprived of the right to organise in the trade unions of their own free choice; this situation had arisen in a number of underdeveloped countries, among others, where employers were able to take punitive measures against workers who wished to join trade unions. The resolution expressed hope that the I.L.O. and the United Nations would act energetically to protect the workers' freedoms; it appealed to governments to co-operate fully in the establishment of the conditions which were necessary for full freedom to organise; and it also appealed to the workers to give their confidence to the trade unions.

European Economic Community. The problems of concern to the European Economic Community were mentioned in a resolution calling for the establishment of an agricultural section (with sufficient trade union representation) of the Economic and Social Committee. The Meeting pointed out the importance of the Agricultural Conference of the E.E.C., which had met at Stresa in July 1958, and expressed regret that the resolution adopted at that time did not have more regard to the problems which would face agricultural wage earners following establishment of the common market in agricultural products between the six countries of the Community and the resulting competitive situation.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

Annual subscription : \$6.00, £1 16s.

Price per number : 60 cents, 3s. 6d.

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers' and workers' organisations.

Annual subscription : \$5.00, £1 10s.

Price per number : 25 cents, 1s. 6d.

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

Annual subscription : \$2.50, 15s.

Price per number : 75 cents, 4s. 6d.

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

Price : paper, \$5.00, £1 10s. ; cloth, \$6.00, £1 16s.

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance ; technical papers and pamphlets on current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00 ; £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses on the following pages

CORRESPONDENTS

(continued from outside back cover)

- Chile:** Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).
- China:** Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").
- Colombia:** Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).
- Costa Rica:** Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).
- Cuba:** Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).
- Czechoslovakia:** Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.
- Ecuador:** Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").
- Greece:** Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).
- Haiti:** Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haiti").
- Iran:** Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).
- Israel:** Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit, Interlab, Jerusalem, Israel").
- Lebanon:** Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").
- Netherlands:** Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).
- Norway:** Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417800).
- Pakistan:** Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").
- Philippines:** Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").
- Poland:** Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.
- Portugal:** Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).
- El Salvador:** Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.
- Spain:** Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").
- Thailand:** Mr. M. DULYACHINDA, Phya Anuraks 152, Pejhuri Road, Bangkok.
- Turkey:** Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").
- Union of South Africa:** Mr. L. C. LOOCK, Private Bag 117, Pretoria.
- United Arab Republic:** Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.
- Uruguay:** Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).
- Venezuela:** Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).
- Yugoslavia:** Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição Internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

Bulgaria: Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

(Continued overleaf)

VOL. XXI, No. 8
15 APRIL 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 8

15 APRIL 1959

CONTENTS

International Labour Organisation	Page
The 141st Session of the Governing Body	280
The Second Session of the Committee of Social Security Experts.	299
Ratifications of International Labour Conventions by <i>China</i> and the <i>Republic of Guinea</i>	303
Application of Conventions to Non-Metropolitan Territories: Decla- rations by the <i>United Kingdom</i>	303
Office Publications and Documents	304
 Manpower	
Rehabilitation in the <i>United Kingdom</i> : The Work of the Industrial Rehabilitation Units	305
 Migration	
Migration to <i>Venezuela</i> in 1957	314
 Conditions of Work	
Extra Holidays with Pay for Long-Service Workers in the <i>United</i> <i>Kingdom</i> Chemical Industry	316
 Social Security	
The Second Session of the Committee of Social Security Experts.	316
Changes in the Tunisian Family Allowances Scheme	316
 Employers' and Workers' Organisations	
Eighth Congress of the <i>Costa Rican</i> Confederation of Workers " <i>Rerum</i> <i>Novarum</i> "	318
The Trade Union Movement in <i>Japan</i> :	
Tenth Congress of the General Council of Trade Unions	319
Fifth Congress of the <i>Japanese</i> Trade Union Congress	319
<i>Erratum</i>	320

INTERNATIONAL LABOUR ORGANISATION

THE 141ST SESSION OF THE GOVERNING BODY

The 141st Session of the Governing Body of the International Labour Office was held in Geneva from Tuesday, 10 to Friday, 13 March 1959.

The Governing Body was composed as follows :

Chairman : Mr. J. A. BARBOZA-CARNEIRO (Brazil)

Government group :

Belgium	Mr. R. PETRE
Brazil	Mr. H. A. FARIA
Canada	Mr. G. V. HAYTHORNE
Chile	Mr. A. DROGUETT DEL FIERRO
China	Mr. Yü Tsune-chi
Czechoslovakia	Mr. E. ERBAN
France	Mr. H. HAUCK
Federal Republic of Germany . .	Mr. W. CLAUSSEN
India	Mr. S. T. MERANI
Iraq	Mr. O. AL-ANI
Italy	Mr. R. AGO
Japan	Mr. I. KAWASAKI
Mexico	Mr. P. DE ALBA
Pakistan	Mr. J. A. RAHIM
Peru	Mr. M. CISNEROS
Philippines	Mr. A. BRAGANZA
Sweden	Mr. E. MICHANEK
Union of Soviet Socialist Republics	Mr. I. V. GOROSHKIN
United Kingdom of Great Britain and Northern Ireland	Sir Guildhaume MYRDDIN-EVANS
United States of America	Mr. G. C. LODGE

Employers' group :

Sir John ALLUM (New Zealand) (substitute for Sir Lewis BURNE (Australian))
 Mr. G. BERGENSTRÖM (Swedish)
 Mr. P. CAMPANELLA (Italian)
 Mr. M. GHAYOUR (Iranian)
 Mr. A. MISHIRO (Japanese)
 Mr. C. G. PARKER (United States)
 Sir Richard SNEDDEN (United Kingdom)
 Mr. N. H. TATA (Indian)
 Mr. P. WALINE (French)
 Mr. F. YLLANES RAMOS (Mexican)

Workers' group :

Mr. F. AHMAD (Pakistani)
 Mr. G. D. AMBEKAR (Indian)
 Mr. R. BOTHEREAU (French)
 Mr. R. FAUPL (United States)
 Mr. A. E. MONK (Australian)
 Mr. E. NIELSEN (Danish)

Mr. S. de A. PEQUENO (Brazilian)
 Mr. W. RICHTER (Federal Republic of Germany)
 Sir Alfred ROBERTS (United Kingdom)
 Mr. A. SÁNCHEZ MADARIAGA (Mexican)

The following deputy members, or substitute deputy members, were present :

Government group :

Argentina	Mr. M. R. PICO
Australia	Mr. P. SHAW
Cuba	Mr. J. E. CAMEJO ARGUDÍN
Denmark	Mr. E. DREYER
Morocco	Mr. A. GUESSOUS
Portugal	Mr. A. RIBEIRO DA CUNHA
Switzerland	Mr. M. KAUFMANN
United Arab Republic	Mr. H. KAMEL
Uruguay	Mr. V. POMÉS

Employers' group :

Mr. E. G. ERDMANN (Federal Republic of Germany)
 Mr. A. PINILLA (Peruvian)
 Mr. A. G. FENNEMA (Netherlands)
 Mr. N. DÜNDAR (Turkish)
 Mr. C. KUNTSCHEN (Swiss)
 Mr. B. MACHADO NETO (Brazilian)
 Mr. J. O'BRIEN (Irish)
 Mr. AYE (Burmese)
 Mr. M. ISMAIL (Pakistani)
 Mr. M. NASR (Lebanese)

Workers' group :

Mr. N. DE BOCK (Belgian)
 Mr. Y. HARAGUCHI (Japanese)
 Mr. A. KYRIAKOPOULOS (Greek)
 Mr. S. S. MARCOVECCHIO (Argentinian)
 Mr. J. MÖRI (Swiss)
 Mr. A. SABROSO MONTOKA (Peruvian)
 Mr. S. SHITA (Libyan)

The following representatives of States Members of the Organisation were present as observers :

Bulgaria	Mr. T. D. STOYANOV
Costa Rica	Mr. A. P. DONNADIEU
Iran	Mr. S. AZIMI
Israel	Mr. M. KAHANY
Venezuela	Mr. V. M. RIVAS
Yugoslavia	Mr. S. MAKIEDO

The following representatives of international governmental organisations were present :

United Nations	Mr. P. P. SPINELLI
World Health Organisation	Mr. P. BERTRAND
Food and Agriculture Organisation	Mr. N. Crapon de CAPRONA
International Civil Aviation Organisation	Mr. J. NEWTON
United Nations Educational, Scientific and Cultural Organisation	Mr. G. BOLLA

General Agreement on Tariffs and Trade	Mr. J. ROYER
Intergovernmental Committee for European Migration	Mr. E. BETTINI
Council of Europe	Mr. F. TENNFIJORD
Organisation for European Economic Co-operation.	Mr. R. CARD
European Economic Community	Mr. F. BESSE

The following representatives of international non-governmental organisations were present as observers :

International Confederation of Free Trade Unions	Mr. H. PATTEET
International Co-operative Alliance	Mr. M. BOSON
International Federation of Christian Trade Unions	Mr. G. EGGERMANN
International Organisation of Employers	Mr. G. EMERY
World Federation of Trade Unions	Mr. G. BOGLIETTI

Regular Review of I.L.O. Programmes by the Governing Body

The Governing Body had before it a proposal by the United States Government concerning arrangements to be made for a regular review of I.L.O. programmes. The United States Government, believing that the Governing Body should each year have an opportunity for a general discussion and review of the total programme of the I.L.O. apart from the budgetary discussions, proposed that the Governing Body should (a) decide that the item "Programme of the I.L.O." be placed on the agenda of each November Session of the Governing Body for general discussion; and (b) request the Director-General in connection with this item to prepare a paper which would set forth in general terms the current and proposed new programmes of the I.L.O.

Speaking on these proposals, Mr. Lodge suggested that the above-mentioned document might consist of three parts under the respective headings of Manpower and Economic Development, Improvement of Living and Working Conditions, and Human Rights, each of these major chapters being subdivided in turn so as to cover all the activities of the Organisation. The ensuing discussion in the Governing Body on the basis of this document would not be directed to any firm conclusions, resolutions or recommendations. It would make it possible to raise questions and express views, and would perhaps assist the Director-General in formulating his own ideas regarding the organisation of the International Labour Office's work and in the preparation of the budget. So as not to overload the November Session of the Governing Body, Mr. Lodge proposed that at the most one day should be given over to this debate. These proposals called forth a number of comments.

Mr. Merani's comments were all in favour of the scheme; he trusted, however, that the report submitted to the Governing Body would contain a separate chapter on the work of the I.L.O. on behalf of workers in agriculture.

The Moroccan Government, too, was in agreement with the United States' proposals, Mr. Guessous stated. The suggested document should however be sent out to all the Members of the Organisation after it had been discussed in the Governing Body. Mr. Petre, while generally well disposed towards the proposals, felt it would be a mistake to be too sanguine about the virtues of a general discussion of this kind. The complexity of I.L.O. programmes would make any general survey of the tasks devolving upon it a very difficult matter. If the proposal was adopted it should be done only on an experimental basis.

Mr. Ago indicated that those views were shared by the Italian Government, which considered that only the Conference had the authority to take

decisions regarding the programme of action of the Organisation as a whole.

Sir Alfred Roberts signified that the Workers' group would agree, though without any great enthusiasm, to the proposals, also believing that they should be implemented on an experimental basis only. This discussion should not divert the Governing Body's attention nor deprive it of the time needed to consider specific proposals calling for specific decisions.

The Mexican Government was sympathetic to the United States Government's proposals; they would afford an opportunity of highlighting the praiseworthy efforts of the I.L.O. Nevertheless, Mr. de Alba also advocated that an initial experiment should be tried out before taking any final decision. Mr. Rahim and Mr. Kamel also spoke in favour of such an experiment.

In order to judge the value of Mr. Lodge's proposals, Mr. Robertson said, the United Kingdom Government considered that they should first be tried out, though by this it did not necessarily mean that they should be tried out only once. Admittedly, only a general exchange of views was involved, but any decision on the programme would have to be held over until the Budget Session. Mr. Haythorne endorsed these remarks. Mr. Shaw thought there would be much value in a periodic review of I.L.O. activities by the Governing Body.

Mr. Goroshkin pointed out, as had other speakers, that the Conference was the sovereign body of the Organisation. A Governing Body discussion on the work of the I.L.O. might be worth while, but the Governing Body itself should then submit a report to the Conference on its deliberations or submit the document which it had taken as a basis for its discussion. Mr. Erban endorsed these remarks and seconded this supplementary proposal.

Mr. Hauck welcomed the initiative of the United States Government, the purpose of which was to give the Governing Body a chance to survey the whole of its activities in an orderly manner. The debate, which would take place in November, would be a prelude to the budgetary debate at the following session. It was not disputed that the Conference was the highest organ of the I.L.O.: it was the Conference that elected the members of the Governing Body and invested them with a mandate to administer the Organisation, but the Governing Body had a responsibility of its own to discharge on behalf of all the members of the Organisation.

The view was expressed by Mr. Claussen that Mr. Lodge's proposals would bring out more clearly the most urgent social problems among the many problems with which the I.L.O. was faced. The sovereignty of the Conference would not be jeopardised in any way, and a first experiment would show the Governing Body the lines on which it should proceed.

Replying to the debate, the Director-General said that I.L.O. programmes of action were initiated partly by discussions of the Conference and partly by deliberations of the Governing Body itself. The Industrial Committees, regional conferences and other organs of the Organisation also formulated suggestions of a like nature. The Governing Body co-ordinated those various elements, which then took definite shape in the budgetary estimates. The proposals put forward by the United States Government, as the Governing Body had construed them, were worth trying out, and this would be all the more easy in 1959 as the Director-General's Report to the Conference included precisely the three major chapters suggested by Mr. Lodge. In this way delegates to the Conference would have an opportunity to express their views on those subjects, thereby meeting in advance the concern expressed by certain members of the Governing Body. At a later date the Director-General could submit his Conference Report to the Governing Body, if necessary in an amplified form and perhaps accompanied by the record of the discussion which would take place in June. In this way the United States Government's proposals could be tested in November under good conditions.

In the light of the foregoing remarks the Governing Body then approved, on an experimental basis, the proposals of the United States Government.

Methods of Working of the International Labour Conference

The Governing Body had before it a report from the Committee which it had set up to consider the improvement of the methods of working of the International Labour Conference and which had met at the International Labour Office on 23 and 24 May 1958, from 3 to 10 November 1958 and from 23 to 27 February 1959, with Mr. Ago in the Chair. Mr. Ago made a statement to the Governing Body concerning the passage in the above report relating to the composition of the technical committees of the Conference. It will be recalled that this question has been the subject of much debate at recent sessions of the Conference because the majority of the Employers' group have not appointed the employers' delegates of the U.S.S.R. and other Eastern European countries to the technical committees. Despite all the Committee's efforts, it had been incapable of reaching unanimous agreement on this important issue. Having regard to the opposition of the Employers' members, the majority of the Committee recommended that the Governing Body and subsequently the Conference should approve the principles modifying the existing procedure, which are summarised below :

Every delegate who so desires shall have membership on a committee. However the representation of each group on a working committee shall be composed of members having the right to vote and members without the right to vote. A delegate not included by his group in the " voting section " may appeal to a board appointed by the Conference, the decision of the board being final. There shall be no debate on this decision in the Conference. The board may add a maximum of two delegates to the " voting section " of any one group in a committee. The three members of this board shall be persons " of internationally recognised independence and impartiality ".

Lastly, a further clause provides that in certain circumstances a group in the technical committee could cast a block vote on a given question.

The Governing Body also had before it an amendment submitted by the Employers' group, the main points of which are as follows :

Every delegate requesting a seat on a technical committee shall be placed on the list of members of that committee.

The Conference, on the recommendation of the groups, shall determine the number of members on each committee and shall decide in respect of each technical committee how many members of each group shall actually have the right to vote.

Each group shall determine in which order its members on the technical committees shall exercise that right.

Any appeal against this decision shall be settled by a decision of the group in question.

Explaining the reasons underlying the amendment presented by the Employers' members of the Governing Body, Mr. Waline recalled that the employers in the official Conference group refused to put on the committees men who, they were convinced, were neither free nor independent of their governments. Nevertheless, those delegates retained all their rights in the plenary sittings of the Conference and could exercise all the rights of members of a committee with the exception of a right to vote. On the other hand—and this was the reason why the Employers' members rejected the Committee's proposals concerning block voting—so long as the Employers knew that they were represented on the committees by colleagues who were free and independent of their governments, they would not want to dictate their attitude or their voting, precisely because they respected the freedom and the independence of the individual. With respect to the appeals system advocated by the majority of the Committee, it would have the effect of absolving delegates to the Conference from their responsibilities, whereas the Employers' group was very ready to face up to its responsibilities. Mr. Parker

spoke of the way in which the difficulties had arisen and found it paradoxical that the majority conclusions on what might be termed "the Employer problem" were reached by a coalition of Government and Worker members. The methods suggested were not so much a solution to "the Employer problem" as to the problem created for governments by the position adopted by the free employers at recent sessions of the Conference. The suggested solution represented a surrender of the Conference's responsibility and authority and an abandonment of democratic principles. Mr. Parker considered it impossible to justify the proposals to set up a board of appeals on the strength of the independence and impartiality of the persons composing it, for, in his view, anyone associated with the work of the I.L.O. or thoroughly familiar with that work could not be completely impartial. If the new procedure were applied, the result would clearly be that Communist so-called employers would be appointed as voting members of Conference committees, a fact which would have implications of a serious nature. The free employers could never accept such a situation and would not accept it. Several Employers' members, including Mr. Tata, Mr. Ghayour, Sir Richard Snedden, Sir John Allum and Mr. Yllanes Ramos, then took the floor to endorse the remarks made by Mr. Waline and Mr. Parker.

Sir Alfred Roberts referred to the lengthy debate to which this question had given rise at the last few sessions of the Conference. Those debates provided a sounding board for different kinds of propaganda, on the one hand the gospel of private enterprise and on the other the ideology of Communism. Those discussions influenced people coming to the Conference for the first time and misled them as to the nature of the Organisation. They regarded it as a political institution instead of an organisation dedicated to the task of raising the standard of living of workers throughout the world. The Workers' members hoped that an end might be put to such debates. They would have preferred a solution that satisfied everybody, but as that was impossible, they would accept—though without enthusiasm—a procedure which took into account the elements of the problem and endeavoured to be fair to all concerned. This procedure appeared to be the best, all things considered, though the Workers' group had some qualms regarding block voting.

Sir Guildhaume Myrddin-Evans, who, like Mr. Ago, had served on the Committee, associated himself unreservedly with the majority conclusions summarised above, and added that they sought to achieve a kind of balance between the interests of the individual and the interests of the community—in this case the delegate and the group respectively.

Mr. Michanek stressed that the Organisation had to find a way out of the dilemma which had produced so many fruitless discussions and which detracted from its authority. He was not entirely happy about the majority conclusions of the Committee, but his respect for the authors of those proposals was enough to satisfy him that no better solution could be found at the present time. Invoking sound democratic principles, he urged the minority to respect the decision which the Conference should, in his view, take without delay and accept that the new procedure should be put to the test.

Mr. Haythorne, Mr. de Alba, Mr. Faria, Mr. Kamel, Mr. Petre, Mr. Guessous, Mr. Kawasaki and Mr. Hauck successively paid tribute to the Committee and supported its majority conclusions in the same spirit as Mr. Michanek. Mr. Hauck expressed his dislike for the system of block voting, which he could accept only as part of a coherent whole. This was also Mr. Merani's attitude.

Mr. Goroshkin spoke of the grievances of the heads of undertakings in countries with a Socialist economy, who at recent sessions of the Conference had been prevented from serving as titular members on the Conference committees. The suggested new procedure did not seem to him to be altogether clear. He wondered, firstly, why the number of delegates who could be added to the so-called "voting section" of a committee should be limited to two; he likewise had little sympathy for the system of group or block voting, as it was contrary to democratic ideas. The Committee's majority

proposals should be regarded as a compromise solution. However, in view of the fact that the majority of speakers who had preceded him had considered that procedure to be an effective means of safeguarding the rights of delegates to the Conference, Mr. Goroshkin stated his willingness to go along with those proposals on an experimental basis, and would form an opinion as to their effectiveness at the next (43rd) Session of the Conference, to be held in Geneva in June 1959. Mr. Erban generally associated himself with those remarks and likewise reserved the right to take a more definite attitude at the Conference.

Mr. Claussen pointed out that German labour law rested on the complete autonomy of the employers' and workers' organisations; it was therefore natural that the Government of the Federal Republic of Germany should wish that that autonomy should be reflected and safeguarded at the international level. While he adhered to the majority conclusions of the Committee, he did so on an experimental basis.

Mr. Lodge held it to be inconceivable that an employer from a Communist country could have the kind of independent mind that would enable him to bring a useful and independent viewpoint to the deliberations of the Conference. The United States Government did not regard the majority proposals of the Committee as affording a real solution to the problem in hand and would vote in favour of the Employers' amendments, which he believed to proceed from a logical concept which was held wise by the founders of the Organisation.

Mr. Yü expressed the opinion that the problem was too serious to warrant an experimental solution and, as he could not support the Committee's majority report, he urged the Governing Body not to take a hasty decision and to leave the problem to be solved by the Conference itself.

At the close of the discussion the Governing Body, after rejecting the Employers' amendments, decided by 27 votes to 12, with no abstentions, to recommend the majority proposal submitted by the Committee and reproduced above to the Conference for approval.

Mr. Ago outlined for the benefit of the Governing Body the other conclusions of the Committee which related *inter alia* to arrangements for the debate on the Director-General's Report, the procedure for examination of credentials and the resolutions procedure. The Governing Body decided to take up the later series of proposals and to defer consideration of the other parts of the report until its 142nd Session. The Committee had submitted a number of unanimous proposals calculated to improve the procedure currently in force for the consideration by the Conference of resolutions relating to matters that are not on the agenda. These proposals would have the effect of simplifying and curtailing, both in the Resolutions Committee and in the Conference itself, discussions as to whether a resolution was within the competence of the Conference and as to whether its adoption was expedient. These proposals called forth reservations on behalf of Mr. Erban and Mr. Goroshkin. After a vote, taken at Mr. Goroshkin's request, the Governing Body decided by 37 votes to 3, with no abstentions, to recommend that they be adopted by the Conference.

Placing of the Question of Reduction of Hours of Work on the Agenda of the 44th Session of the Conference

At the 140th Session of the Governing Body a decision was taken to place the question of the reduction of hours of work on the agenda of the 44th (1960) Session of the International Labour Conference. At the same time it had been agreed that a paper would be submitted to the Governing Body at its 142nd Session to inform it as to the way in which the Director-General intended to approach the problem in the first report he would send to governments of States Members. After explaining the position as regards ratification of the international Conventions on hours of work adopted to date, the document briefly analysed the various possible approaches to the question of hours of work at the present stage in the consideration of the

matter at the international level, namely a revision of existing Conventions, the preparation of a new Convention or the preparation of a complementary Recommendation to the Forty-Hour Week Convention, 1935. Although the document did not call for a decision to be taken, it gave rise to an animated discussion.

Speaking on behalf of the Workers' group Mr. Faupl expressed thanks and appreciation to the Director-General for the preparation of his report. The importance attached to a reduction of hours of work by the workers throughout the world was no secret to anyone, and their representatives on the Governing Body, without adopting any rigid formula on the basis of which that objective could be achieved, would like to draw the attention of the Governing Body and the Director-General to a proposed draft Convention on the subject that was submitted to the Conference in 1939, the text of which appeared in Part II of the International Labour Code.

Mr. Bergenström hoped that the questionnaire sent to governments would request data on the effect of a reduction of hours of work on productivity and would elicit information concerning the number of hours actually worked.

Of the various approaches suggested, the United States Government delegation announced its preference for the adoption of a Recommendation embodying certain revisions or improvements of existing Conventions. Mr. Haythorne would rather favour a comprehensive Recommendation that would take into account the differences as between the various industries and the various areas of the world. Mr. Robertson made the point that the first report the Director-General would send to governments of States Members would afford them an opportunity of stating their views as to the best way of approaching the question. However he too thought that a Recommendation offered perhaps better hope of progress than the alternatives that were also considered in the document. Mr. de Alba, without minimising the Forty-Hour Week Convention's chances of ratification, endorsed the views of the previous two speakers.

Sir Alfred Roberts, supported by Mr. Móri, also thought it was premature to determine in advance the form of the instrument which was to be presented to the Conference. It was the function of the Conference to decide what the form should be. Mr. Bothereau remarked that it was a question of taking into account, on the one hand, the physiological endurance of the worker and his need for leisure and culture, and, on the other hand, the level of technology in each of the countries concerned; hence the need to discover a flexible yet dynamic solution.

Mr. Goroshkin referred to the steps that had been taken in the U.S.S.R. on a very wide front with a view to reducing hours of work and stressed that such a reduction should not be accompanied by any drop in earnings and should in some cases lead to a rise in earnings.

Mr. Tata mentioned the special position of those countries where a reduction in hours of work would be reflected in an increase in the cost and a falling off in the volume of production, and where it would consequently affect the whole of the national economy. He asked the Director-General not to lose sight of this problem. Mr. Ismail echoed the last speaker's remarks.

Subject to the foregoing observations, the Governing Body took note of the document submitted by the Director-General.

Occupational Safety and Health

Classification of Radiographs of the Pneumoconioses.

The Governing Body also had before it the report of the Meeting of Experts on the International Classification of Radiographs of the Pneumoconioses (Geneva, 27 October-7 November 1958).¹

¹ See *Industry and Labour*, Vol. XXI, No. 2, 15 Jan. 1959, p. 43.

The Director-General informed the Governing Body that the experts, who had left the question in abeyance, had notified him by correspondence that it would be desirable to alter the definition of the third category (category C) of the group of large opacities to read: "One or more large opacities, whose combined area exceeds one-third (in lieu of one-half) of one lung field".

On behalf of the United Kingdom Government, Mr. Robertson spoke in favour of this definition and asked that the report should be amended on this point before being circulated.

Mr. Bergenström said that the importance of the problems dealt with by the experts needed no emphasis and trusted that their conclusions would be distributed to all concerned in an efficient manner.

Mr. Waline, while recognising the value of the document, noted that it dealt with only pulmonary opacities and that other factors should be taken into account in assessing the nature and gravity of the various pneumoconioses.

Mr. Petre observed that the industrial health physicians in Belgium had hoped that the experts would put forward more dynamic proposals calculated to promote a more forceful anti-pneumoconiosis campaign. Although the photofluorography techniques referred to in the report were fairly widespread, that was due only to reasons of economy, and in matters of occupational disease there could be no justification for economy. Other techniques considered by the experts had been rendered obsolete by scientific advances.

Mr. Petre's remarks led Sir Alfred Roberts to wonder whether the experts had not been invited to base their recommendations on the minimum standards that should be standard practice in certain countries which lacked complete and up-to-date equipment. If that was so, it was regrettable that their conclusions should have been drawn up in general terms instead of being directed more specifically to the countries concerned.

At the close of the discussion the Governing Body took note of the report of the Meeting of Experts and authorised the Director-General to disseminate the report, accompanied by a set of reproductions of the standard radiographs, to the governments of member States of the I.L.O., to the World Health Organisation and to the High Authority of the European Coal and Steel Community.

An International Occupational Safety and Health Information Centre.

Proposals had been submitted to the Governing Body concerning an International Occupational Safety and Health Information Centre, to be established by the I.L.O. in co-operation with the International Social Security Association (I.S.S.A.). The paper on this question stated that the intention of the I.L.O. in setting up the Centre in co-operation with the I.S.S.A. was to serve as an efficient link between the numerous sources of documentation and information throughout the world and the very much more numerous users. The basic idea was to rely on well-equipped national centres for the prompt and systematic collection, digestion and transmission to Geneva of all pertinent information originating in their respective countries. The Centre would co-ordinate, process and disseminate this information in a suitable manner and with the least possible delay. At first, the Centre would mainly confine itself to the preparation and distribution of sets of references and abstracts. This service would, as far as resources permitted, be supplemented by the provision, upon request, of photostats and microfilms, and later of data sheets, posters, films, etc.

After a preliminary discussion in which several members of the Governing Body, among them Mr. Waline, Mr. Erban and Mr. Guessous, while emphasising the utility of the proposal, requested the Director-General to explain certain features more fully, and in which Mr. Pico, supported by Mr. Lodge, Mr. Pinilla and Mr. Pequeno, expressed a desire that Spanish should be one of the working languages of the proposed Centre, it was agreed that a further document on the subject would be submitted to the Governing Body at its 142nd Session.

Social Security Questions

The Committee of Social Security Experts, meeting in Geneva from 26 January to 6 February 1959¹, had recommended that the Governing Body should consider including in the agenda of a forthcoming session of the International Labour Conference the following question :

(a) the social security (equality of treatment) of migrants and non-nationals ;

(b) the remodelling of the international Conventions on social security (Nos. 12, 17, 24, 25, 35, 36, 37, 38, 39, 40, 42 and 44)² in the light of the provisions of the Social Security (Minimum Standards) Convention, 1952.

If the two questions could not be considered simultaneously, the Committee suggested that priority should be accorded to the examination of the problem of equality of treatment.

The Director-General informed the Governing Body that in order to give effect to the recommendations of the Committee he proposed to include the question of the social security (equality of treatment) of migrants and non-nationals among the items which he would submit to the Governing Body at its 142nd Session for the preliminary discussion of the agenda of the 45th Session of the International Labour Conference (Geneva, 1961).

Furthermore, in the light of any decision that the Governing Body might take concerning the inclusion in the agenda of the Conference of the item mentioned in the previous paragraph, the Director-General intended to submit at an appropriate time suggestions as to the manner in which it would be possible to give effect to the recommendation of the Committee concerning the remodelling of the pre-war social security Conventions.

The Committee had also expressed a favourable opinion on the research and technical assistance activities of the Office in the field of social security statistics and made suggestions concerning future activities in those fields. The Director-General informed the Governing Body that he proposed to give effect to these recommendations in so far as possible within the limits of the resources available.

The whole question elicited little discussion in the Governing Body. Mr. Waline regretted that there had only been two experts from the Employers' side and two experts from the Workers' side at the meeting, alongside a very much greater number of experts from governmental circles. Sir Alfred Roberts associated himself with these remarks. For the rest, the Workers' group, while acknowledging the importance of social security questions, considered that they should not in any way have priority over the other items which would be submitted to the Governing Body for the preliminary discussion of the agenda of the 45th Session of the Conference.

Mr. Ago, on the other hand, recalled that the Italian Government had always stressed the need to place the question of social security for migrants and non-nationals on the Conference agenda at the earliest possible moment and warmly welcomed the recommendations on the subject by the Committee of Experts and the Director-General's intentions regarding them.

Mr. Shaw stated that the Australian Government had favourably received the experts' recommendations. A revision of the earlier social security Conventions in the light of the Minimum Standards (Social Security) Convention, i.e. a revision which also dealt with methods of financing, would enable many countries, including Australia, to ratify those instruments.

Mr. Erban was likewise in favour of stepping up the social security activities of the I.L.O. The Czechoslovak Government would give the International Labour Organisation its fullest support in that field.

At the close of the discussion the Governing Body took note of the report of the Committee of Social Security Experts, including its annexes ; it

¹ See below, p. 299.

² The short titles of these Conventions are given on p. 299.

authorised the Director-General to communicate the report and its annexes to the governments of member States of the Organisation and to the inter-governmental organisations concerned; and it took note of the intentions of the Director-General to which reference has been made above.

Conditions of Work

Problems of Women's Work.

After a somewhat lengthy debate mainly concerned with procedural matters, the Governing Body agreed to the general lines of the proposals submitted by the Director-General on the subject of problems of women's work. Amplifying the preliminary conclusions adopted at its 140th Session, the Governing Body took the following decisions:

(a) A panel of consultants on the problems of women workers, consisting in the first instance of 27 members and including experts representative of the views of governments, employers and labour from the various regions, will be established to assist and advise the Office on the specific problems of women workers.

(b) The consultants will be selected on the basis of their functions in relation to the problems of women workers and appointed for a period of five years, their appointment remaining valid so long as they continue to exercise functions justifying their maintenance as expert members of a panel dealing with the problems of women workers. (It was agreed that when the panel was first established four of the government consultants should be appointed for a three-year term of office only, in order to make for greater rotation in this section of the panel.)

(c) The Director-General will submit to the Governing Body for approval at its 142nd Session a list drawn up after appropriate consultations and consisting of nine government members, nine members representative of employers' views and experience, and nine members representing labour views and experience.

(d) An initial meeting of the panel will be convened in Geneva from Monday, 12 to Saturday, 17 October 1959.

(e) This meeting will be called upon to consider the following questions:

- (i) recent trends in women workers' opportunities and needs;
- (ii) conditions and problems of women working in agriculture;
- (iii) women's wages; and
- (iv) future programme of activities.

Conditions of Work and Employment of Nurses.

The report of the *Ad Hoc* Meeting on Conditions of Work and Employment of Nurses (Geneva, 6-11 October 1958)¹ had already been submitted to the 140th Session, but the Governing Body had postponed consideration of the report to its 141st Session.

Mr. Bergenström regretted that the Meeting had been composed solely of representatives of nurses and that it had not had the benefit of advice of hospital administrators or public health officers. In his opinion all it amounted to was a trade union meeting. Apart from this, he considered that some of the questions considered by the Meeting were not within the competence of the I.L.O., such as whether nurses should have a trade union organisation, whereas others were outside the scope of a meeting of experts, e.g. questions of remuneration, hours of work and holidays with pay for the nursing personnel concerned. If the report was distributed to governments of member States, it should be stated that the Governing Body had not expressed an opinion on the conclusions therein.

¹ See *Industry and Labour*, Vol. XX, No. 11, 1 Dec. 1958, p. 403.

Mr. Mochi Onori generally subscribed to Mr. Bergenström's remarks. The Italian employers in the sector concerned had been somewhat concerned by the proposals regarding hours of work for nursing personnel.

Sir Alfred Roberts, for his part, found it strange that the Meeting should have been composed exclusively of women. He recalled that several years ago a proposal had been made to convene a tripartite meeting on the conditions of work and employment in hospitals. He emphasised that generally speaking the conditions under which nurses had to work were bad and that a nurse, particularly a woman nurse, had to have a real vocation to take up that career. The Workers' group regretted that the Meeting had not taken up the question of the training of nurses in the first stages, where there was much to be criticised; the group suggested that the I.L.O. should explore the ways and means of giving effect to the Recommendation concerning the Regulation of Hours of Work in Establishments for the Treatment of or the Care of the Sick, Infirm, Destitute or Mentally Unfit (the Hours of Work (Hospitals, etc.) Recommendation, 1930). Finally, the group considered that after studying the recommendations of the Committee so far as I.L.O. action was concerned, the Director-General might at some appropriate time bring forward proposals for a larger meeting which would consider these problems in the light of current events and on the basis of a study of conditions of employment of all categories of workers and hospital staff in addition to nurses.

Mr. Parker, himself a trustee of a voluntary hospital, stated in reply to Sir Alfred Roberts's remarks that in the United States the conditions of work of nurses were on the whole very satisfactory. He further thought that the International Labour Conference could not be asked to give special attention to the hours of work of nurses, as the *Ad Hoc* Meeting had requested, at a time when it was occupied with the question of the reduction of hours of work generally.

The Belgian Government had consulted the Joint National Health Services Committee in Belgium in connection with this report. On the strength of this exchange of views Mr. Petre could say that the document afforded an excellent basis for discussion and that its conclusions were perfectly valid. He was in favour of communicating the document to governments of member States with the request that they should forward it to the employers' and workers' organisations concerned.

Mr. Robertson supported the suggestions made by Mr. Bergenström and Mr. Petre regarding the manner in which the report was to be distributed.

Having made these points, the Governing Body authorised the Director-General to communicate the report of the *Ad Hoc* Meeting to the governments of member States, informing them that the Governing Body accepted no responsibility for the conclusions in the report and requesting them to communicate it to the employers' and workers' organisations concerned. The Director-General will take into consideration as may be appropriate and practicable the proposals made by the *Ad Hoc* Meeting for further study and action by the Office in this field.

Industrial Committees

Performers' Rights.

On the unanimous recommendation of its Committee on Industrial Committees, the Governing Body authorised the Director-General to undertake further consultations with the Director-General of U.N.E.S.C.O. and the Director of the Berne Union with a view to developing a single draft instrument concerning the protection of performers, manufacturers of phonographic records and broadcasting organisations which would be appropriate for submission to governments in the context of a single Diplomatic Conference. The Director-General will report to the Governing Body at a later session on the results of his consultations.

In the discussion which preceded this decision Mr. de Alba mentioned the great importance attaching to this question in the eyes of the international organisations of actors, musicians and authors of scenarios. He trusted that a solution of the problem would be found as rapidly as possible.

The representatives of the United States and United Kingdom Governments, Mr. Zempel and Mr. Robertson, stressed the importance of very thorough preparatory work for the proposed Diplomatic Conference. Sir Alfred Roberts confirmed that the Workers' group supported the Director-General's proposals.

Meeting of Experts on Teachers' Problems.

Whereas Mr. Bergenström was roundly critical of the outcome of the Meeting of Experts on Teachers' Problems (Geneva, 20 October-1 November 1958), Sir Alfred Roberts pointed out that the newspapers and the specialised press in a number of countries had drawn attention to the work performed by the Experts and reproduced extracts from their report. In the Committee on Industrial Committees the Workers had already stated that in terms of the results achieved, the Meeting was one of the most successful that the I.L.O. had organised in recent years.

After this brief exchange of views the Governing Body authorised the Director-General to transmit to governments the report of the Experts and its appendices, informing them that the Governing Body did not express any opinion on the content thereof and requesting them to communicate these texts to the teachers' organisations in their respective countries; the Director-General will communicate these texts also to the international organisations of teachers.

The Experts had suggested that the Office be instructed to undertake a special study relating to technical education, with the co-operation of representatives of governments and of teachers, as well as of employers and workers in various occupations. The Experts had also submitted suggestions for a study by the Office of general and particular problems of concern to teachers, particularly the problems of teachers in the private sector. The Director-General was authorised to take such measures as appear feasible, within the framework of the general programme of the activities of the Office, with a view to giving effect to the Experts' suggestions.

Tripartite Technical Meeting on the Timber Industry.

Mr. de Alba welcomed the results of the Tripartite Technical Meeting on the Timber Industry (Geneva, 8-19 December 1958), which had been ably presided over by Mr. Shaw. He spoke in particular of the enthusiasm of the participants and the harmony that reigned between employers' delegates, all of whom were practical men, and the workers' representatives. Mr. Shaw in turn mentioned the dynamic and constructive nature of the discussions. On the other hand Mr. Bergenström, speaking for the Employers, criticised some of the working methods of the Meeting and placed on record his group's opposition to the idea of convening a further meeting for that industry.

The Governing Body later authorised the Director-General to draw the special attention of governments to the resolution (No. 1) concerning accident prevention in the timber industry, to the memorandum (No. 2) concerning living conditions in logging camps, to the memorandum (No. 3) concerning conditions of work in the timber industry, and to the memorandum (No. 4) concerning labour management relations in the timber industry, and also to the reports of the subcommittees which drew up these conclusions, informing the governments that the Governing Body did not express any view on the content thereof and inviting them to transmit these documents to the employers' and workers' organisations concerned. The Director-General will also communicate the other resolutions adopted by the Tripartite Technical Meeting on the Timber Industry to governments, inviting them

to transmit these documents to the employers' and workers' organisations concerned. Finally, the Director-General will take such action as he considers appropriate with a view to carrying out the suggestions made in two resolutions dealing respectively with the practical and technical activities of the International Labour Office in their application to the Timber Industry and the study by the I.L.O. of the social problems arising in that industry.

General Review of the Membership of Industrial Committees.

The Governing Body approved, without discussion, the recommendations made by the Committee regarding a general review of the membership of the Industrial Committees. It accordingly decided that the present Industrial and analogous Committees will be reconstituted : a further list of industries will be established among which one may be selected for an *ad hoc* meeting each year, it being understood that such a meeting should be one of the four major meetings the Governing Body has agreed should be held each year.

The Governing Body at its 143rd Session (November 1959) will proceed with the allocation of seats on Industrial and analogous Committees among States Members which have submitted an application for membership of the various Committees at that time. For this purpose all the States Members of the Organisation will be invited to submit their applications by 1 August 1959 at the latest and to supply the necessary information in support of their candidature if they have not already done so. States Members applying for membership of more than one Committee will be invited to indicate their order of preference.

In its selection of the candidates the Governing Body will follow the guiding principles which it drew up at its 123rd Session (Geneva, November 1953)¹ for the purpose of the earlier review of the composition of these committees.

Seventh Session of the Coal Mines Committee

Mr. Purpura, Italian Government Substitute Representative, was appointed to represent the Government group of the Governing Body at the Seventh Session of the Coal Mines Committee (Geneva, 27 April-8 May 1959) and to preside over the session ; the Governing Body delegation will also include Mr. Fennema (substitute : Mr. Kuntschen) for the Employers' group and Mr. Richter (substitute : Mr. Möri) for the Workers' group.

Standing Orders and Application of Conventions and Recommendations

Reports.

The Governing Body endorsed without discussion the conclusions of its Committee on Standing Orders and the Application of Conventions and Recommendations and approved the form for the annual report on the application of the Indigenous and Tribal Populations Convention, 1957.

With regard to the Underground Work (Women) Convention, 1935, the Governing Body placed on record the hope that the governments of the countries which have not yet ratified this Convention will give due consideration to the possibility of its ratification. Moreover, the Director-General will collect by appropriate methods information with regard to any exemption which may have been authorised under Article 3 of the Convention respecting both States Members which have ratified the Convention and those which are not parties to it. Pending further consideration of the matter in the light of this additional information, the Governing Body took the view that it is not desirable for the time being to place on the agenda of the Conference the revision in whole or in part of the Underground Work (Women) Convention, 1935.

¹ See *Industry and Labour*, Vol. XI, No. 1, 1 Jan. 1954, p. 13.

The Committee also had before it a report on the influence of article 35 of the Constitution of the I.L.O. on the application of Conventions in non-metropolitan territories, prepared by the Office in pursuance of a resolution¹ adopted by the Conference at its 40th Session (June, 1957). Upon the recommendation of the Committee the Governing Body will transmit this report to the 43rd Session of the Conference (June, 1959). The Committee may, if it considers advisable, make comments on the report prior to its discussion by the Conference.

Composition of the Committee of Experts on the Application of Conventions and Recommendations.

The Governing Body appointed, for a period of three years, as a member of the Committee of Experts on the Application of Conventions and Recommendations, Sir A. Ramaswami Mudaliar (India), former President of the United Nations Economic and Social Council in 1946 and 1947.

Freedom of Association

In application of the procedure approved by the Governing Body at its 140th Session, the three reports established by the Committee on Freedom of Association at its meeting which immediately preceded the 141st Session are to be examined by the Governing Body at its 142nd Session, since the Committee considered that the cases concerned were not particularly urgent.

Report of the International Organisations Committee

Relations with the Intergovernmental Maritime Consultative Organisation.

The Governing Body noted that, at its First Session held in London in January 1959, the Assembly of the Intergovernmental Maritime Consultative Organisation (I.M.C.O.) had approved unanimously the draft agreement between the I.L.O. and the I.M.C.O. which had already been approved by the Governing Body at its 107th Session (Geneva, December 1948).² Thus the agreement henceforth governs relations between the I.L.O. and the I.M.C.O.

Tripartite Conference Convened by the International Labour Organisation at the Request of the Council of Europe

The Governing Body had before it a concise account of the proceedings of the tripartite conference³ convened in Strasbourg by the I.L.O. at the request of the Council of Europe. In his own name and in the name of the members of the Governing Body delegation to the above-mentioned conference, the Chairman of the Governing Body once more thanked the Council of Europe, the French Government, and the authorities of the town of Strasbourg for their very courteous hospitality. The results of the conference were noted with satisfaction. Mr. Goroshkin and Mr. Erban abstained on this point since they could not approve a meeting in which one group only of the countries of Europe had taken part.

Joint I.L.O.-F.A.O. Technical Meetings.

The Governing Body authorised the Director-General to inform the Director-General of F.A.O. that the I.L.O. will participate jointly with the F.A.O. in the Technical Meeting on Co-operatives for the Near East to be held in 1959 and in the Technical Meeting on Fishery Co-operatives for Europe and North America.

¹ See *Industry and Labour*, Vol. XVIII, Nos. 1-2, 1 and 15 July 1957, p. 85.

² *Ibid.*, Vol. XX, No. 12, 15 Dec. 1958, p. 445.

³ *Ibid.*, Vol. XXI, No. 7, 1 Apr. 1959 p. 237.

African Questions

African Advisory Committee.

The Governing Body decided that the agenda of the first session of the African Advisory Committee which is to be held at Luanda (Angola) from 30 November to 11 December 1959 will consist of the following items :

1. Joint consultation between employers and workers, including collective bargaining.
2. Vocational and technical training.
3. Future programme of work of the I.L.O. in relation to Africa.

The Republic of Guinea, which became a member of the International Labour Organisation on 21 January 1959 and which belongs to the zone to which the competence of the African Advisory Committee extends, will be invited to become a member of the Committee.

African Regional Conference of the International Labour Organisation.

At its 140th Session (Geneva, November 1958) the Governing Body left over for decision at its 141st Session the question whether an African Regional Conference should be convened late in 1960 or early in 1961. A note reminded the Governing Body of the fact that provision was made for an African Regional Conference and for a session of the Inland Transport Committee as an alternative fourth major meeting for the year 1960 in the estimates for that year.

Mr. Ribeiro da Cunha indicated that in the territories south of the Sahara many people would prefer the conference to be held in 1961 rather than in 1960 ; this was true not only for the Portuguese provinces but for Liberia and Ethiopia as well.

Sir Guildhaume Myrddin-Evans noted that there were no financial difficulties and that preparations for the proposed conference could be completed if the meeting were to be held towards the end of 1960. He wanted, however, to confirm Mr. Ribeiro da Cunha's remarks and referred in particular to the Federation of Central Africa which, owing to major preoccupations at the end of 1960, would be very glad if the conference could be delayed until 1961. He also appealed to the Governing Body on behalf of Nigeria, which is due to achieve independence in October 1960, and would very much like to have more time to prepare to take a part in the African Regional Conference of the I.L.O. worthy of its newly acquired independence. Nigeria was one of the most populous States in that part of Africa and by virtue of its history and of the people who were in charge of its affairs it was destined to play a leading part in social progress in Central Africa and to be closely connected with the work of the I.L.O. in that Continent. He consequently proposed that the Governing Body should decide that the conference be held not later than the middle of February 1961.

Mr. Shaw also considered that the Governing Body ought to be guided by the wishes of the people concerned.

Sir Alfred Roberts paid tribute to the fairness of Sir Guildhaume Myrddin-Evans' presentation of the case, but stated that it was also necessary to consider the opinions expressed in the countries of North Africa which were unanimous in their desire to have a conference in 1960. The only justification for a delay would be the impossibility of completing preparations for a meeting in 1960, but it seemed that there was no need to worry about that aspect of the problem. Under the circumstances and out of good faith to those whom they represented the Workers' members had to press for the conference to be held in 1960.

Mr. Kamel supported Sir Alfred Roberts' remarks, which were also warmly approved by Mr. Guessous. The French Government, stated Mr. Hauck, did not attach much importance to the question of dates and would gladly accept any decision taken by the Governing Body. He won-

dered, however, whether it was not possible to accept a few weeks' delay to meet the wishes of those who for very valid reasons preferred a slight postponement of the meeting. Mr. Ago agreed with Mr. Hauck and Sir Guildhaume Myrddin-Evans, especially since the position in regard to Somaliland was similar to that of Nigeria.

Sir Guildhaume Myrddin-Evans' proposal to convene the African Regional conference not later than the middle of February 1961 was then put to the vote and rejected (by 16 votes to 14, with 10 abstentions). After a further brief exchange of views the Governing Body unanimously decided that the Conference would be held in 1960; the Director-General will in due course suggest a definite date and indicate the place where the conference could be held.

Financial and Administrative Questions

The Governing Body decided to recommend to the International Labour Conference the approval of a net expenditure budget of \$8,995,040 for the financial year 1960. The decision on the amount of the budget was reached by 28 votes to 4, with 6 abstentions.

Furthermore, the Governing Body adopted various proposals relating *inter alia* to the expanded programme of technical assistance, the financing of meetings for which there is no provision in the 1959 budget, the creation of a special fund through which all financial transactions with the International Social Security Association would be channelled and a number of amendments concerning the pensions or staff regulations. The Governing Body also approved the application of the Statute of the Administrative Tribunal to the International Atomic Energy Agency, in accordance with paragraph 5 of Article II of that Statute.

The Governing Body took note of the report of its Allocations Committee. It recommended to the Conference approval of the scale of assessments of contributions for 1960 which was submitted by the Committee, and the adoption of various measures relating to arrears of contributions of certain States Members.

Miscellaneous Questions

Obituary.

The Governing Body paid tribute to the memory of Mr. J. Ernest Wilkins, former Assistant Secretary of Labor, recently deceased, who had represented the Government of the United States on the Governing Body and at the Conference for four years. Speakers from the three groups, including the President, Sir Alfred Roberts, Mr. Parker, Mr. Haythorne, Mr. Ago, Mr. Robertson and Mr. Lodge, recalled his courage and the vigour of his convictions under circumstances which were often difficult, his loyalty to the Organisation, his sincerity and the warmth of his affection. The Director-General will express the sympathy of the Governing Body to Mrs. Wilkins and her sons.

Composition of the Governing Body.

The U.S.S.R. Government has appointed as its regular representative on the Governing Body, in place of Mr. A. A. Arutiunian who has been appointed to another post, Mr. I. V. Goroshkin, Vice-Chairman of the State Labour and Wages Committee of the Council of Ministers of the U.S.S.R.

Committees of the Governing Body.

The Governing Body noted that the Workers' group had appointed Mr. R. Faupl to fill the vacancy resulting from the resignation of Mr. Delaney on the following Governing Body Committees: Financial and Administrative Committee; Building Subcommittee; International Organisations Committee; Technical Assistance Committee; Committee on Industrial Committees (substitute); Manpower and Employment Committee (substitute).

The Governing Body approved the nomination by the Employers' group of Mr. Mishiro in lieu of Mr. Ismail as a substitute member of the Committee on Freedom of Association.

Composition of the Tripartite Subcommittee of the Joint Maritime Commission on Seafarers' Welfare.

At the request of the Government group of the Governing Body, and on the understanding that the balance of voting power will be ensured, the Governing Body decided that the Tripartite Subcommittee of the Joint Maritime Commission on Seafarers' Welfare¹ would comprise seven Government members against five members representing Shipowners and five representing Seafarers. The following Governments were appointed: Argentine, India, Italy, Japan, Norway, United Kingdom and United States.

Progress of International Labour Legislation.

The Governing Body noted with satisfaction that since its 140th Session the Director-General had registered 38 new ratifications of international labour Conventions and a considerable number of declarations concerning the application of various Conventions to non-metropolitan territories.

Participation of Non-Metropolitan Territories as Observers at the 43rd Session of the Conference.

At the request of the Government of the United Kingdom, the Governing Body decided to invite the following territories to send tripartite observer delegations to the 43rd Session of the Conference: Federation of Nigeria, Federation of Rhodesia and Nyasaland, Federation of the West Indies. It also decided that should the United Kingdom Government make a further request concerning Singapore, this territory would also be invited to send a tripartite observer delegation to the 43rd Session of the Conference.

Mr. Hauck requested that Togo and the Cameroons should likewise be invited to participate in the 43rd Session of the Conference with tripartite observer delegations. In view of the fact that overseas territories which had so far been administered by France were at the present time undergoing structural changes, he expressed the wish that as in previous years the Governing Body should approve in advance such requests as the French Government might submit in regard to the representation at the Conference of other overseas territories by tripartite observer delegations. It was so decided.

Representation of International Non-Governmental Organisations at the 43rd Session of the Conference.

On the unanimous recommendation of its Officers, the Governing Body decided to invite the following non-governmental organisations to be represented by observers at the 43rd (1959) Session of the Conference, it being understood that it will be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the items on the agenda in which they have expressed an interest: International Council of Commerce Employers; International Association of Crafts and Small and Medium Sized Enterprises; International Confederation of Executive Staffs; International Confederation of Professional and Intellectual Workers; International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travellers; International Federation of Commercial, Clerical and Technical Workers; International Federation of Free Teachers' Unions; International Federation of Unions of Employees in Public and Civil Service; International Transportworkers' Federation and Postal, Telegraph and Telephone International.

¹ See also *Industry and Labour*, Vol. XXI, No. 1, 1 Jan. 1959, p. 15.

Date and Place of the Next Session of the Governing Body

The 142nd Session of the Governing Body will be held in Geneva on Friday, 29 and Saturday, 30 May 1959. The Governing Body committees are to meet from 25 May onwards ; group meetings will be held on 28 May.

Programme of Meetings

The Governing Body approved or confirmed the date and place of the following meetings :

Date	Meeting	Place
6-18 April . . .	Committee of Experts on the Application of Conventions and Recommendations (29th Session)	Geneva
20-24 April . . .	Meeting to Establish an Individual Control Book for Drivers and Assistants in Road Transport	Geneva
27 April-8 May .	Coal Mines Committee (Seventh Session)	Geneva
12-21 May . . .	Joint I.L.O.-F.A.O. Technical Meeting on Fishery Co-operatives in Europe and North America	Naples
25-30 May . . .	142nd Session of the Governing Body and Its Committees	Geneva
3 June	Opening of the 43rd Session of the International Labour Conference	Geneva
12-17 October . .	Meeting of Panel of Consultants on Women's Work	Geneva
17-31 October . .	Joint I.L.O.-F.A.O. Technical Meeting on Co-operatives for the Near East	Cairo
19-30 October . .	Building, Civil Engineering and Public Works Committee (Sixth Session)	Geneva
Last quarter (6 days) ¹ . . .	Tripartite Subcommittee of the Joint Maritime Commission on Seafarers' Welfare	— ¹
3-10 November .	Meeting of Experts on Statistics of Industrial Injuries	Geneva
9-21 November ² .	143rd Session of the Governing Body and Its Committees	— ³
30 November- 11 December . .	African Advisory Committee (First Session)	Luanda, Angola
30 November- 11 December ² . .	Advisory Committee on Salaried Employees and Professional Workers (Fifth Session)	Federal Republic of Germany ³
10-19 December .	Technical Meeting concerning Certain Aspects of Industrial Relations Inside Undertakings	Geneva

¹ Date and place to be decided later.

² Provisional dates.

³ Place to be decided later.

THE SECOND SESSION OF THE COMMITTEE OF SOCIAL SECURITY EXPERTS

The Second Session of the Committee of Social Security Experts of the International Labour Organisation was held at Geneva from 26 January to 6 February 1959.¹

Attendance.

The Committee at present comprises 45 members. For budgetary reasons only a limited number of these could be convened, but those who were not invited to attend the meeting were consulted by correspondence on the questions on the agenda. In the selection of the members to be convened special consideration was given to the geographical distribution of the countries to which the experts belong and to the inclusion of experts from countries applying different types of social security systems. Twenty experts from the following 16 countries attended the meeting: Austria, Canada, Colombia, Denmark, Federal Republic of Germany, France, India, Italy, Japan, Netherlands, New Zealand, Poland, U.S.S.R., United Arab Republic, United Kingdom and United States. Two of the members attending the meeting were chosen from among committee members representing the Employers' group, two from among those representing the Workers' group and one from among the members of the committee representing the International Social Security Association. The United Nations, the World Health Organisation, the Intergovernmental Committee for European Migration, the League of Arab States, the Council of Europe, the Organisation for European Economic Co-operation and the High Authority of the European Coal and Steel Community were represented by observers.

Agenda.

The agenda of the meeting was as follows :

1. The possibility of establishing an international instrument on social security for migrant workers and the examination of a draft text of an instrument concerning the equality of treatment of nationals and non-nationals in matters of social security.
2. The possibility of revising the following international social security Conventions in the light of the provisions of the Social Security (Minimum Standards) Convention, 1952, namely: the Workmen's Compensation (Accidents) Convention, 1925; the Sickness Insurance (Industry) Convention, 1927; the Sickness Insurance (Agriculture) Convention, 1927; the Old-Age Insurance (Industry, etc.) Convention, 1933; the Old-Age Insurance (Agriculture) Convention, 1933; the Invalidity Insurance (Industry, etc.) Convention, 1933; the Invalidity Insurance (Agriculture) Convention, 1933; the Survivors' Insurance (Industry, etc.) Convention, 1933; the Survivors' Insurance (Agriculture) Convention, 1933; the Unemployment Provision Convention, 1934; the Maintenance of Migrants' Pension Rights Convention, 1935 and the Sickness Insurance (Sea) Convention, 1936.
3. The possibility of revising the provisions of the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934, relating to matters dealt with in other social security Conventions.
4. Review of progress made in the development of social security statistics and consideration of future programmes of work.

Election of Officers for the Session.

Colonel V. M. Albuquerque (India) was elected Chairman and Mr. A. G. M. van de Ven (Netherlands) Vice-Chairman. Mr. P. Juhl-Christensen (Den-

¹ The First Session was held at Wellington, New Zealand, in 1950. See *Industry and Labour*, Vol. III, No. 9, 1 May 1950, pp. 325-329.

mark) acted as Reporter ; he was assisted by Messrs. R. Melas (Austria), J. W. Willard (Canada), D. Motte (France) and R. J. Myers (United States), who reported respectively on the four items of the agenda.

The Social Security of Migrant Workers and Non-Nationals.

The Committee had before it a number of working papers relating to the first item on the agenda, in particular a report on the law and practice concerning equality of treatment of nationals and non-nationals in the field of social security, prepared for the Governing Body of the International Labour Office, and a note concerning an international instrument on the equality of treatment of nationals and non-nationals in social security matters, prepared by the Office. It took into consideration a resolution adopted by the International Labour Conference at its 35th Session in 1952, inviting the Governing Body to consider any appropriate measures for the establishment of an international instrument which would deal with the situation of aliens and migrant workers in the field of social security and also the decision of the Governing Body to examine the possibility of revising the Maintenance of Migrants' Pension Rights Convention, 1935. The Committee agreed that aliens and migrants should be given as complete social security protection as possible at the international level and that the protection afforded them under existing social security Conventions was inadequate. Consequently it recommended the establishment of an international instrument to deal with the situation of aliens and migrants in the field of social security, which should ensure equality of treatment of nationals and non-nationals, the maintenance of rights in the course of acquisition and, in so far as possible, the payment of benefits abroad.

The Committee also considered the principles and methods of application that might appropriately be incorporated in the suggested instrument. It was of the opinion that equality of treatment should be afforded without residence conditions and favoured the aggregation of periods of insurance, employment and residence for the acquisition, maintenance or recovery of rights by migrants in so far as is needed for the computation of their benefits. The experts considered it necessary to adopt the principle of conventional reciprocity, and the majority of the Committee preferred reciprocity branch by branch. The establishment of a general instrument which should take the form of a Convention applicable to all the branches of social security, but which could be ratified partially in respect of one or more branches, was thought desirable. The Committee was of the opinion that the adding together of periods of insurance, employment and residence referred to above might be dealt with in a Recommendation. It considered that the Maintenance of Migrants' Pension Rights Convention, 1935, included in the second item of the agenda (revision of all the pre-war social security Conventions) could be maintained in its present form.

Revision of Pre-War Social Security Conventions.

As a point of departure for its discussion of this item of its agenda, the Committee had before it an analysis of the social security Conventions, prepared by the International Labour Office, which dealt with the nature of these Conventions, the extent to which they have been ratified and to which they are applied in non-metropolitan territories, the chronological and regional distribution of the ratifications and the possibilities of future ratifications, as well as the extent to which these instruments may be considered satisfactory in the light of the post-war developments in social security. The Committee examined obstacles to ratification and noted the difficulties in compliance with all the details of the pre-war Conventions which may be experienced by States which alter their social security schemes to bring them into harmony with a new concept of social security.

The Committee concluded that the pre-war social security Conventions as a whole do not correspond to the evolution in many social security systems, an evolution which could not be foreseen when the Conference adopted the

instruments concerned. For example, the majority of the pre-war social security Conventions recognise only compulsory social insurance as a means of providing protection, whereas some countries now provide protection in some or all of the contingencies covered as a tax-financed service. Furthermore, the pre-war Conventions relate to particular branches of economic activity (industry, commerce, agriculture) and to persons under particular types of contract, whereas there is a growing tendency to extend social security protection to all gainfully occupied persons and, for some contingencies, to all members of the population. The Committee noted that the pre-war Conventions failed to set standards for the level of the benefits to be provided and considered that these instruments, which are largely based on the pre-war legislation of European countries, are not sufficiently dynamic in their approach to give guidance and encouragement to countries which are initiating social security programmes. Having recognised overriding reasons for remodelling the pre-war Conventions mentioned above, the experts discussed the basic changes that should be made in the Conventions dealing with workmen's compensation, sickness insurance, pensions insurance and unemployment protection. The Committee expressed the opinion that the revision of the Sickness Insurance (Sea) Convention, 1936, was not opportune at the present time and suggested that the question might be reconsidered when the Social Security (Seafarers) Convention, 1946, and the Seafarers' Pensions Convention, 1946, were being examined.

The Committee came to the general conclusion that the remaining 11 pre-war social security Conventions, listed under item 2 of its agenda, did not correspond to the evolution of social security that had taken place in countries having advanced legislation on this subject, or to the present possibilities of countries which were now introducing social security for the first time, and that alongside the Social Security (Minimum Standards) Convention, 1952, which deals with all branches of social security as part of a comprehensive system and requires for ratification compliance in regard to a number of branches, it was desirable to have special instruments dealing with specific branches. The majority of the Committee considered that the pre-war Conventions should be completely remodelled along the lines suggested in the course of discussion and that separate instruments should deal with—

- (a) benefits in case of employment accidents and occupational diseases ;
- (b) old-age, invalidity and survivors' pensions ;
- (c) sickness benefits ; and
- (d) unemployment benefits.

These instruments should take the form of Conventions and should replace the corresponding pre-war Conventions in a manner which would relieve Members which ratified the new instruments of their obligations under the corresponding pre-war instruments.

Maintenance of Existing Standards.

The Committee generally agreed that the standards of the new instruments should not be lower than those of the pre-war social security Conventions, that certain unnecessarily detailed provisions of the latter should be dropped and that the standards of the new instruments should be in harmony with and not lower than those of the Social Security (Minimum Standards) Convention, 1952, but that temporary exceptions should be provided for countries in the first stages of developing social security legislation. Throughout its discussion the Committee stressed the need for flexibility in the proposed instruments, notably the recognition of compliance with the standards by means not only of social insurance but also of tax-financed services. Since the establishment of a special instrument concerning equality of treatment in the social security fields as a whole was recommended, the Committee considered it would not be essential to deal with equality

of treatment in the proposed instruments concerning the four branches of social security.

Agricultural Workers.

The Committee felt that it was most desirable that agricultural employees should be given the same protection in the various contingencies as employees in other branches of economic activity, but it recognised that in many countries the economic, social and demographic conditions of agricultural employees differ so widely from those of industrial employees that it is not practicable to apply the same social security provisions to both groups and that it is not possible for some countries which cover industrial employees at this stage to provide protection for all agricultural employees. Possible solutions to the problems of setting standards for the protection of agricultural employees were suggested.

Proposed Revision of the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934.

The Committee had before it, and used as a basis of its discussion, an analysis of the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934, and national legislation concerning compensation for occupational diseases prepared by the International Labour Office. It considered that the progress in industrial medicine and the techniques developed since the adoption of the Convention made it necessary to remodel this Convention, that the standards for occupational diseases should form part of a general instrument dealing with occupational risks and containing a schedule of occupational diseases analogous to that of the Convention, with all the necessary amendments, and that it should be possible periodically to revise the schedule without affecting the international instrument. The Committee stressed the importance of including provisions to promote the prevention of occupational diseases, which it considered an essential objective of any system of social security concerned with occupational risks.

Social Security Statistics.

The Committee had been asked for advice on the specific utilisation of social security statistics rather than on technical methodological aspects of the subject. It had before it a working paper prepared by the International Labour Office on the progress made in the development of social security statistics.

The main objectives of social security statistics at the national level and of the analysis and publication of social security statistics at the international level were discussed. The Committee recognised the importance and usefulness of the work of the Office in the field of social security statistics, in particular in regard to (a) the social security statistics published in the *Year Book of Labour Statistics*¹ and (b) the periodic inquiry into the cost of social security.² It was desirable to continue this work and also the collection and publication of data on the cost of the so-called "non-statutory" schemes, material which complemented the information on governmental or semi-governmental schemes to give a more complete picture of the economic security protection available in some countries. The experts approved the participation of the Office in various specialised conferences and seminars, as well as its efforts to develop sound statistical programmes in the social security schemes with which it was concerned in its technical assistance programme.

¹ Published annually by the I.L.O., Geneva.

² See *The Cost of Social Security 1949-1951*; *International Inquiry Prepared by the International Labour Office* (Geneva, International Social Security Association, 1955), and *The Cost of Social Security* (Geneva, I.L.O., 1958).

The Committee discussed ways and means of improving statistics at the national level so as to facilitate international comparisons, for example, by the use of certain international standard classifications that have been recommended by appropriate bodies. The need for full co-operation and collaboration between the Office and national and international organisations in connection with various statistical matters was stressed. The Committee thought that the Office, in addition to its activities in compiling and analysing data concerning the financial operations of social security schemes, might usefully compile and publish information on the scope of protection of such schemes, showing, for example, the relative number of persons in various age and sex groups having various types of social security protection, and that it should carry out research on specific problems, such as the average retirement ages and the effects of different retirement test provisions. In view of the technical nature of the problems of social security statistics the Committee believed that it was important that the I.L.O. should have the advice of the actuarial members of the Committee.

Priorities.

The Committee expressed the view that if it is not possible to establish an instrument on the equality of social security treatment of migrants and non-nationals and to remodel the pre-war Conventions on social security simultaneously, priority should be given to the first matter.

RATIFICATIONS OF INTERNATIONAL LABOUR CONVENTIONS

CHINA

On 31 March 1959 the Director-General of the International Labour Office registered the ratification by China of the Abolition of Forced Labour Convention, 1957.

REPUBLIC OF GUINEA

On 26 March 1959 the Director-General registered the ratification by Guinea of the Labour Inspection Convention, 1947, and the Right to Organise and Collective Bargaining Convention, 1949.

APPLICATION OF CONVENTIONS TO NON-METROPOLITAN TERRITORIES

DECLARATIONS BY THE UNITED KINGDOM

The Director-General registered on 17 March 1959 declarations communicated by the Government of the United Kingdom concerning the application of a number of international labour Conventions in certain United Kingdom overseas territories.

The decisions taken by the Government on each of these Conventions and with respect to each of the territories concerned are given below.

Freedom of Association and Protection of the Right to Organise Convention, 1948 :

Applicable with modifications in Basutoland, Bechuanaland Protectorate, Swaziland and Uganda.¹

Right to Organise and Collective Bargaining Convention, 1949 :

Applicable without modification in Uganda.¹

Abolition of Forced Labour Convention, 1957 :

Applicable without modification in Guernsey, Jersey and the Isle of Man.

OFFICE PUBLICATIONS AND DOCUMENTS

INTERNATIONAL LABOUR REVIEW

The following are the contents of the April 1959 issue of the *International Labour Review*, which is now available :

The Ahmedabad Experiment in Labour-Management Relations : I.

The Enforcement of Statutory Minimum Wages in Great Britain, by E. HAWTREY.

Manpower Problems in Brazil, by E. FISCHLOWITZ.

Medical Care Insurance in the Netherlands.

Women in Employment in India.

Bibliography.

The Statistical Supplement for this month contains tables of unemployment statistics and consumer price indices.

TRADE UNION RIGHTS IN HUNGARY

The International Labour Office has published a further volume entitled *Trade Union Rights in Hungary*, in its series "Studies and Reports".²

The volume contains (a) that part of the 27th Report of the Committee on Freedom of Association of the Governing Body of the I.L.O. relating to Case No. 160 (Complaints presented by the International Confederation of Free Trade Unions and the International Federation of Free Journalists of Central and Eastern Europe and Baltic and Balkan Countries against the Government of Hungary) and (b) the observations of the Hungarian Government. This case was dealt with in accordance with the procedure for the examination of complaints alleging infringements of the exercise of trade union rights which was established by mutual agreement between the Economic and Social Council of the United Nations and the Governing Body. The only complaints receivable, apart from those officially transmitted to the I.L.O. by the General Assembly or the Economic and Social

¹ This declaration supersedes the declaration made by the Government of the United Kingdom, registered on 29 December 1958, in which the Government had stated that a decision was reserved in respect of this territory.

² I.L.O.: *Trade Union Rights in Hungary*, Studies and Reports, New Series, No. 50 (Geneva, 1959). 40 pp. Price : 40 cents ; 2s. 6d.

Council, are those which come either from workers' or employers' organisations or from governments.

The extract from the report reproduced in the volume gives an analysis of (a) the complaints from the two international workers' organisations concerned and (b) the replies of the Hungarian Government concerning the two complaints, together with the conclusions of the Committee and the Committee's recommendations.

RENEEED DOCUMENTS ¹

Reports for I.L.O. Meetings

Meeting to Prepare a Model Individual Control Book for Drivers and Assistants in Road Transport (Geneva, April 1959) :

The Model Individual Control Book for Drivers and Assistants in Road Transport (Ref. No. CN.1.1959).

MANPOWER

REHABILITATION IN THE UNITED KINGDOM

THE WORK OF THE INDUSTRIAL REHABILITATION UNITS

The results of an inquiry concerning all the persons entering industrial rehabilitation units during 1956 have recently been published.²

Industrial rehabilitation courses are provided under section 3 of the Disabled Persons (Employment) Act, 1944³, by the Ministry of Labour and National Service at 15 industrial rehabilitation units ("I.R.U.s.") situated mainly in industrial areas in various parts of England, Scotland and Wales. The aim of the courses is to restore to the maximum degree of fitness for employment persons who because of sickness, accident or long unemployment need physical toning-up, a chance to regain confidence in their ability to get or keep a job, and a careful assessment of their aptitudes and abilities so that they can be guided towards the type of employment most likely to lead to their resettlement.⁴

Analysis of Persons Entering I.R.U.s.

During 1956, 9,608 people entered the I.R.U.s : 8,262 men and 1,346 women. They came from all parts of Great Britain, though predominantly from the industrial areas surrounding the Units.

¹ Limited stocks of these documents are available : copies may be obtained by applying to the I.L.O., Geneva.

² *Ministry of Labour Gazette* (London, H.M. Stationery Office), Vol. LXVI, No. 8, Aug. 1958, pp. 289-292.

³ *I.L.O. Legislative Series*, 1944—G.B.1. and *International Labour Review* (Geneva, I.L.O.), Vol. XLIX, No. 3, Mar. 1944, pp. 373-376 and Vol. L, No. 1, July 1944, pp. 98-99. The scope of this Act was amended by the Disabled Persons (Employment) Act, 1956 (6 and 7 Eliz. II, Ch. 33) ; see *Industry and Labour*, Vol. XX, No. 12, 15 Dec. 1958, pp. 457-458.

⁴ For a fuller description see "Industrial Rehabilitation Units: A British Experiment", in *International Labour Review*, Vol. LXVII, No. 6, June 1953, pp. 535-548 ; see also the *Ministry of Labour Gazette*, Vol. LXI, No. 8, Aug. 1953, pp. 263-265.

As in recent years some 70 per cent. of the total entrants were recommended by medical sources of which the chief were hospitals (44 per cent.), general practitioners (15 per cent.) and doctors in the Regional Medical Service (7 per cent.). Employment exchanges referred 28 per cent. of the remainder, consisting of 14 per cent. permanently disabled people, 11 per cent. who had recently been sick or injured and 3 per cent. who were regarded as able-bodied but had been unemployed for long periods. This allegedly able-bodied group numbered 253, of whom all but 30 were found on being medically examined at the I.R.U.s to be suffering from some disability, including 100 suffering from mental defect or disorder.

Employment Experience of Entrants before Admission.

The various industrial levels from which the 1956 intake came are shown in table I.

TABLE I. EMPLOYMENT EXPERIENCE OF ENTRANTS

Employment experience	Number	Percentage of total
Unskilled or labouring	3,170	33
Skilled labourer, semi-skilled or routine worker	3,336	35
Routine clerical worker	358	3.7
Skilled	1,732	18
Highly skilled or supervisory	72	0.7
Professional, administrative or executive . . .	41	0.4
No previous employment experience	376	3.9
No information (mainly persons who left the I.R.U.s before full information could be compiled)	523	5.3

Some 30 per cent. of the total intake (2,886 entrants) had not been in regular employment for at least two years before coming to the I.R.U.s, and among these were 1,348 (some 14 per cent. of the total intake) who had not been in regular employment for at least five years.

Types of Disability.

Table II (columns II and III) gives details of the 1956 intake by broad medical groups according to the disability which the I.R.U. medical officers considered to be the main one (i.e. the one most affecting employment) in each case. Thirty-five per cent. of all entrants had more than one disability.

The most noteworthy difference to emerge from a comparison of the figures in table II with the intake figures for 1952, shown in table III, is the rise in the proportion of respiratory tuberculosis cases, from 16.6 per cent. in 1952 to 22.4 per cent. in 1956. The peak year for tuberculosis cases was 1955; in that year they represented 23.1 per cent. of the total intake. Since then their proportion has dropped to 19.2 per cent. in 1957.

Proportion of Entrants Completing Courses.

Table II (column VII) shows the proportion of entrants in each of the broad medical groups who completed a course.

TABLE II. TYPES OF DISABILITY

Medical group	No. of entrants in each medical group	No. of entrants in each group as percentage of all entrants	Premature terminations as a percentage of entrants in each medical group			Completed courses as percentage of entrants in each medical group
			For medical reasons	For other reasons	Total: (IV and V)	
I	II	III	IV	V	VI	VII
Amputations	221	2.3	8.6	10.9	19.5	80.5
Arthritis and rheumatism	346	3.6	8.7	5.8	14.5	85.5
Diseases of—						
digestive system	344	3.6	14.5	8.1	22.6	77.4
heart or circulatory system	672	7.0	11.6	6.7	18.3	81.7
respiratory system (other than tuberculosis)	568	5.9	13.6	6.3	19.9	80.1
Skin diseases	104	1.1	11.5	7.7	19.2	80.8
Ear defects	88	0.9	12.5	15.9	28.4	71.6
Eye defects	128	1.3	13.3	10.9	24.2	75.8
Injuries and diseases of—						
lower limbs	463	4.8	8.2	7.6	15.8	84.2
upper limbs	376	3.9	8.2	8.2	16.4	83.6
Paraplegia	79	0.8	16.4	8.9	25.3	74.7
Other spinal disorders	414	4.3	12.8	6.8	19.6	80.4
Epilepsy	343	3.6	9.6	10.8	20.4	79.6
Other organic nervous diseases	478	5.0	10.9	7.9	18.8	81.2
Psychoneuroses	1,081	11.3	12.9	10.5	23.4	76.6
Mental deficiency	168	1.8	6.5	19.1	25.6	74.4
Psychosis	403	4.2	16.4	10.9	27.3	72.7
Respiratory tuberculosis	2,150	22.4	6.4	5.9	12.3	87.7
Other forms of tuberculosis	229	2.4	9.6	5.7	15.3	84.7
All other disabilities	819	8.5	11.6	8.4	19.0	81.0
Able-bodied	62	0.6	8.1	11.3	19.4	80.6
Left before examination by medical officer	72	0.7	—	—	—	—
Totals, all groups	9,608	100.0	10.5	8.5	19.0	81.0

Premature Terminations.

Table II (columns IV to VI) gives information about premature terminations by percentage of entrants in each medical group. A more detailed statement of the reasons for premature terminations is given in table IV.

Nineteen per cent. of all entrants failed to complete their courses and of these over one-half left for medical reasons. Table II shows that the rate of premature terminations varied widely among the different medical groups. For respiratory tuberculosis cases the rate—both for medical and other reasons—was very low. On the other hand there are six groups which show premature termination rates significantly above average: ear defects, eye defects, paraplegia, psychoneurosis, mental deficiency and psychosis cases.

TABLE III. INTAKE FIGURES FOR 1952

Category of disability	Number recruited	Percentage of total recruited
Amputations	301	3.2
Arthritis, rheumatism, malformations and deformities	474	5.0
Diseases of digestive system	618	6.6
Diseases of heart or circulatory system and diseases of respiratory system (other than tuberculosis)	1,300	13.8
Skin diseases	115	1.2
Eye and ear defects	231	2.4
Injuries of head, etc., injuries and diseases of trunk, limbs and spine (other than tuberculosis)	1,690	17.9
Psychoneuroses	1,054	11.2
Organic nervous diseases	644	6.9
Mental defects and disorders other than psychoneurosis	344	3.7
Tuberculosis (respiratory)	1,563	16.6
Other forms of tuberculosis	254	2.7
All other disabled	654	6.9
All able-bodied cases	174	1.9
Total . . .	9,416	100.0

Source : *Ministry of Labour Gazette*, Vol. LXI, No. 8, Aug. 1953, p. 264.

TABLE IV. REASONS FOR PREMATURE TERMINATION

Reason for leaving	Number of premature terminations	Percentage of total premature terminations
Medical (main disability)	750	39.5
Medical (other illness)	288	15.8
Found work	121	6.6
Seeking work	80	4.4
Personal, domestic, financial	254	13.9
Travelling	22	1.2
Disciplinary (expulsion)	32	1.8
Lack of adaptability or interest	306	16.8

Placement.

Table V shows the number in each of the broad medical groups who completed courses and the proportion of these who were placed in employment or started outside vocational training within six months of leaving the I.R.U.

Of the total number of persons who had entered the I.R.U.s in 1956 82.2 per cent. had been placed or started outside vocational training. Of these 38 per cent. had been placed or started training within a week of leaving the Unit and a further 21 per cent. within a month. Looking at the various medical groups the outstanding result was the high proportion of successes (88.9 per cent.) among the respiratory tuberculosis group, of whom nearly one-third went on for vocational training.

These results are compared with those for previous years in table VI.

TABLE V. PLACEMENTS IN EMPLOYMENT OR VOCATIONAL TRAINING

Medical group	No. of entrants who completed courses	Percentage of II placed in employment	Percentage of II admitted to training	Total : (III and IV)	Percentage of II unplaced within six months of completing course
I	II	III	IV	V	VI
Amputations	178	60.1	22.5	82.6	17.4
Arthritis and rheumatism	296	58.4	16.2	74.6	25.4
Diseases of—					
digestive system . .	266	65.8	17.3	83.1	16.9
heart or circulatory system	549	62.5	15.5	78.0	22.0
Respiratory system (other than tuberculosis)	455	68.6	9.2	77.8	22.2
Skin diseases	84	59.6	21.4	81.0	19.0
Ear defects	63	68.2	15.9	84.1	15.9
Eye defects	97	66.0	19.6	85.6	14.4
Injuries and diseases of—					
lower limbs	390	69.2	18.0	87.2	12.8
upper limbs	314	69.7	15.6	85.3	14.7
Paraplegia	59	51.0	23.6	74.6	25.4
Other spinal disorders	333	62.0	21.4	83.4	16.6
Epilepsy	273	61.2	17.6	78.8	21.2
Other organic nervous disorders	388	56.6	13.1	69.7	30.3
Psychoneuroses	828	67.8	12.9	80.7	19.3
Mental deficiency	125	66.4	2.4	68.8	31.2
Psychosis	293	64.9	14.7	79.6	20.4
Respiratory tuberculosis	1,886	56.0	32.9	88.9	11.1
Other forms of tuberculosis	194	57.2	25.3	82.5	17.5
All other disabilities . .	664	59.8	19.1	78.9	21.1
Able-bodied	50	66.0	16.0	82.0	18.0
Totals, all groups . . .	7,785	62.0	20.2	82.2	17.8

TABLE VI. PLACEMENTS IN EMPLOYMENT OR VOCATIONAL TRAINING, 1949-52

Year	No. of entrants who completed courses	Persons placed in employment or training ¹	Persons placed in employment or training, as percentage of total completing courses
1949	4,151	3,366	81.0
1950	5,928	4,618	77.9
1951	6,843	5,286	77.2
1952	7,404	5,374	72.6

Source : *Ministry of Labour Gazette*, Vol. LXI, No. 8, Aug. 1953, p. 265.¹ Within three months of leaving an I.R.U.

TABLE VII. ANALYSIS OF REPLIES EXPRESSED AS PERCENTAGE OF TOTAL REPLIES IN EACH MEDICAL GROUP

Medical group I	Number of replies to follow-up inquiry II	In train- ing III	In employ- ment and satisfied IV	Total : (III and IV) V	In employ- ment but not satis- fied VI	Not in employ- ment at date of reply but some work since leav- ing course VII	No employment by date of reply		
							Unem- ployed VIII	Sick IX	Total : (VIII and IX) X
Amputation	154	19.5	44.2	63.7	3.2	14.3	14.2	4.6	18.8
Arthritis and rheumatism	265	12.8	42.6	55.4	5.7	12.1	14.4	12.4	26.8
Diseases of—									
digestive system	233	13.3	50.2	63.5	8.2	12.4	13.2	2.7	15.9
heart or circulatory system . .	486	11.7	45.7	57.4	6.8	15.0	15.4	5.4	20.8
respiratory system (other than tuberculosis)	402	8.7	48.3	57.0	7.0	14.9	11.2	9.9	21.1
Skin diseases	71	16.9	45.1	62.0	8.4	11.3	15.5	2.8	18.3
Ear defects	57	12.3	40.4	52.7	10.5	19.3	17.5	—	17.5
Eye defects	86	16.3	48.8	65.1	8.1	10.5	13.9	2.4	16.3
Injuries and diseases of—									
lower limbs	337	13.0	54.9	67.9	8.6	12.5	6.8	4.2	11.0
upper limbs	267	13.1	56.2	69.3	7.5	10.9	9.8	2.5	12.3
Paraplegia	51	15.7	37.2	52.9	—	15.7	21.6	9.8	31.4
Other spinal disorders	291	16.8	47.8	64.6	5.2	12.0	13.4	4.8	18.2
Epilepsy	231	13.0	39.8	52.8	6.1	21.6	11.3	8.2	19.5
Other organic nervous disorders	357	10.1	41.7	51.8	4.5	14.3	18.8	10.6	29.4
Psychoneuroses	694	10.9	43.8	54.7	9.1	18.2	13.0	5.0	18.0
Mental deficiency	102	2.0	46.0	48.1	4.9	18.6	22.5	5.9	28.4
Psychosis	236	12.7	43.2	55.9	4.7	22.5	10.2	6.7	16.9
Respiratory tuberculosis	1,656	28.3	45.3	73.6	5.8	10.1	8.1	2.4	10.5
Other forms of tuberculosis . . .	171	23.4	44.4	67.8	5.3	9.9	13.5	3.5	17.0
All other disabilities	584	15.9	42.0	57.9	6.5	14.8	13.6	7.2	20.8
Able-bodied	41	12.2	43.9	56.1	2.4	24.4	17.1	—	17.1
Totals, all groups . . .	6,772	16.8	45.6	62.4	6.5	13.8	12.2	5.1	17.3

Follow-up Results.

Everyone who completes an I.R.U. course is asked six months later to fill in a questionnaire which is sent to him by post. Table VII gives an analysis of the replies received in respect of the 1956 intake: those replying constituted 87 per cent. of the total who completed a course.

Table VII shows that 62.4 per cent. of those who replied were in satisfactory work or vocational training. A more detailed analysis of a sample of 300 of this group showed that 81 per cent. were still in the job they first got after their I.R.U. course; 71 per cent. had been in employment for at least 18 of the 26 weeks since they left the I.R.U.s; and only 14 per cent. had been absent on account of sickness for more than two weeks during the period.

Those in training were doing so under the vocational training scheme of the Ministry of Labour and National Service. Of all trainees completing vocational training courses under this scheme in 1956, 94.1 per cent. entered employment immediately on completing their training courses or shortly after doing so.

Results with Respiratory Tuberculosis Cases.

The results of the inquiry suggested that tuberculosis cases have the best chance of successful rehabilitation. This encouraging result may be due to a number of factors. For instance this group was younger than the average. About 81 per cent. were under 40 compared with a proportion of 65 per cent. under 40 for all entrants. This certainly affects the numbers going on to training, for 90 per cent. of all who do so after an I.R.U. course are under 40. Another factor is careful selection and continuity of medical supervision. No ex-tuberculosis patient is normally admitted to an I.R.U. without a special report from the chest physician who supervises him. The chest clinic usually maintains contact with its patients during and after their stay at the I.R.U. and the patients often attend the clinic during their course.

Results with Psychiatric Cases.

Results for the psychoneuroses and psychosis groups were reasonably encouraging. Despite the higher proportion of cases unable to hold their jobs, over 60 per cent. of those followed up were found to be in employment. Particularly for psychotics the greatest difficulty was in completing an I.R.U. course; a high proportion relapsed or were found unsuitable. But if they completed the course (as five out of seven did) their chances of being placed in employment were about average, while a number could cope with intensive training. These results suggest that the difficulty with psychotics is mainly in selection—to accept only those who have made a good recovery from the psychotic episode, or who are mildly chronic patients stabilised at a good level.

Effects of Age.

The effects of age are shown in tables VIII and IX. Table VIII shows that, while age did not materially affect the premature terminations rate, it did affect the reasons for premature termination. Medical reasons tend to be low for the younger age groups and to rise with the higher age groups while reasons other than medical tend to be high for the younger age groups and are markedly lower for the over 50s. Table IX shows that age had a significant bearing on the position at the follow-up stage: the under 25s did much better after the course, and the over 45s much worse than the average.

TABLE VIII. PREMATURE TERMINATIONS AND COMPLETED COURSES,
ACCORDING TO AGE GROUP

Age group I	Number of entrants II	Percentage of premature terminations in each age group—		Percentage of completed courses in each age group V
		(a) for medical reasons III	(b) for other reasons IV	
Under 18	486	7.0	10.3	82.7
18-19	774	6.7	11.6	81.7
20-24	1,409	8.4	9.2	82.4
25-34	2,494	10.8	8.9	80.3
35-39	1,062	12.6	8.7	78.7
40-44	960	12.1	7.8	80.1
45-49	973	11.5	8.9	79.6
50-54	811	11.2	5.2	83.6
55 and over	637	12.7	4.6	82.7
All age groups	9,606 ¹	10.5	8.5	81.0

¹ Age not recorded in two cases.TABLE IX. RESULTS OF FOLLOW-UP INQUIRY,
ACCORDING TO AGE GROUP

Age group I	Number of replies to follow-up inquiry II	Percentage of replies in each age group stating—		Total : (III and IV) V
		(a) in training III	(b) in employment and satisfied IV	
Under 18	359	12.5	56.3	68.8
18-19	545	22.8	47.9	70.7
20-24	1,011	27.4	43.7	71.1
25-34	1,744	24.1	39.8	63.9
35-39	711	19.8	43.6	63.4
40-44	654	11.8	47.5	59.3
45-49	678	5.8	50.0	55.8
50-54	598	1.8	51.7	53.5
55 and over	471	0.4	46.5	46.9
All age groups	6,771 ¹	16.8	45.5	62.3

¹ Age not recorded in one case.*Effects of Prolonged Absence from Work.*

Another factor with a very direct bearing on the outcome of I.R.U. courses is the employment record in the period preceding the course. Table X, which sets out this information in respect of the cases followed up, shows that the longer the unemployment record the less the chance of resettlement.

TABLE X. EMPLOYMENT RECORD OF CASES FOLLOWED UP

Number of weeks lost in two years preceding course	Number of replies to follow-up inquiry	Percentage of replies in each age group stating—		Total : (III and IV)
		(a) in training	(b) in employment and satisfied	
I	II	III	IV	V
Up to 13 weeks	557	17.8	57.4	75.2
14 to 26 "	762	15.6	56.2	71.8
27 " 52 "	1,491	15.8	48.3	64.1
53 " 78 "	1,208	16.1	44.0	60.1
79 " 103 "	703	15.9	41.4	57.3
No work in last 2 years .	2,031	18.2	38.9	57.1
Total, all groups . . .	6,752 ¹	16.7	45.6	62.3

¹ Accurate information not available in 20 cases.

Compensation Cases.

In 1956, 6 per cent. of the total entrants (588 persons) were involved in legal proceedings for compensation in respect of their injury. It is sometimes believed that people in this position tend to offer passive, perhaps subconscious, resistance to efforts to get them back to work for fear of prejudicing their compensation claims. This opinion is not confirmed by the statistical analysis. Indeed, only 9.3 per cent. of the compensation group had had no work during the six months after the end of the course, compared with 12.4 per cent. for all entrants.

Young Persons.

For young persons the I.R.U.s provide a kind of consultant service in a special form to supplement the ordinary placing machinery. Young persons of school-leaving age are eligible for ordinary I.R.U. courses, but in addition the I.R.U.s have since 1954 offered facilities to youth employment officers, enabling them to send along a limited number of badly handicapped young persons for a short but intensive vocational assessment given by the Units' industrial psychologists, in the light of the young person's performance in an actual working situation. These assessments may take anything from one to five days. Between October 1956 and December 1957, 228 young people received this kind of assistance in the I.R.U.s. The recommendations in these cases can be summarised as follows:

Placing in open employment	138
Vocational training	16
Full I.R.U. course	32
Placing in sheltered employment	18
Unlikely to prove employable	24

Of these young people 19 actually took vocational training courses and 26 were admitted to I.R.U.s for a normal rehabilitation course. The position of the remainder three months after their assessments can be summarised as follows :

Placed in open employment	119 (65 per cent.)
Placed in sheltered employment . .	5 (3 " ")
Unplaced at time of inquiry . . .	59 (32 " ")

Of the 124 young people in employment (open or sheltered) 88 (71 per cent.) were considered by their youth employment officers to be satisfactorily settled.

MIGRATION

MIGRATION TO VENEZUELA IN 1957

According to figures published by the General Directorate of Statistics of the Venezuelan Ministry of Development¹, 127,325 aliens entered the country in 1957 as assisted immigrants, temporary residents and intending permanent residents.²

Immigration.

This figure represents an increase of 10,795 over 1956. The majority of the aliens entering Venezuela in 1957 were temporary residents (78,662 or 62 per cent.); the corresponding figure for 1956 was 77,419 or 66 per cent. The increase in the number of aliens was more marked in the case of intending permanent residents (39,176 in 1957 as against 32,753 in 1956), and assisted immigrants (9,487 in 1957, as against 6,358 in 1956). Among the latter, the biggest increase took place in the number of immigrants coming from Spain (3,784 in 1957 as against 1,392 in 1956).

Country of Origin.

As in 1956, the majority of the aliens (78,766, or some 62 per cent.) came from European countries (compared with 76,906 or 66 per cent. in the previous year). At the same time, the number of temporary residents from these countries fell from 49,813 in 1956 to 44,818 in 1957.

Departures.

The number of aliens who left Venezuela in 1957 amounted to 83,672, as compared with 74,501 in 1956.

Net Immigration.

Subtraction of the total number of departures from the total number of arrivals shows that net immigration in 1957 totalled 43,653, an increase of 1,624 over the 1956 total of 42,029. At the same time, net immigration from European countries fell from 35,248 in 1956 to 33,074 in 1957. Taking the main European countries of origin, net immigration from Spain fell slightly from 22,086 in 1956 to 21,933 in 1957, and from Italy by 2,920; net immigration from Portugal on the other hand increased from 2,798 in 1956 to 3,379 in 1957.

¹ Ministerio de Fomento, Dirección General de Estadística: *Boletín Mensual de Estadística* (Caracas), 18th Year, Nos. 7 and 8, July and Aug. 1958, p. 37.

² For a definition of "assisted immigrants", "temporary residents" and "intending permanent residents", see *Industry and Labour*, Vol. XIX, No. 2, 15 Jan. 1958, p. 66.

MIGRATION OF ALIENS TO VENEZUELA IN 1957

Country of origin	Assisted immigrants			Temporary residents			Intending permanent residents			Totals		
	Arrivals	Departures	Net immigration	Arrivals	Departures	Net immigration	Arrivals	Departures	Net immigration	Arrivals	Departures	Net immigration
<i>America :</i>	14	13	1	32,762	25,607	7,155	11,059	10,882	177	43,835	36,502	7,333
Argentina	3	1	2	1,169	840	329	670	613	57	1,842	1,454	388
Colombia	—	—	—	4,127	909	3,218	711	655	56	4,838	1,564	3,274
Cuba	—	1	—1	1,851	1,373	478	786	867	—81	2,637	2,241	396
United States	—	—	—	21,325	19,076	2,249	6,958	6,858	100	28,283	25,934	2,349
Other countries	11	11	—	4,290	3,409	881	1,934	1,889	45	6,235	5,309	926
<i>Europe :</i>	9,397	2,909	6,488	44,818	20,100	24,718	24,551	22,683	1,868	78,766	45,692	33,074
Spain	3,784	836	2,948	20,706	4,679	16,027	9,829	6,871	2,958	34,319	12,386	21,933
Italy	4,915	1,580	3,335	13,035	8,602	4,433	6,544	8,258	—1,714	24,494	18,440	6,054
Portugal	—	95	—95	3,217	404	2,813	2,730	2,069	661	5,947	2,568	3,379
Other countries	698	398	300	7,860	6,415	1,445	5,448	5,485	—37	14,006	12,298	1,708
<i>Asia :</i>	1	—	1	825	370	455	3,232	724	2,508	4,058	1,094	2,964
<i>Africa :</i>	—	—	—	79	26	53	54	14	40	133	40	93
<i>Australasia :</i>	—	1	—1	48	47	1	15	20	—5	63	68	—5
<i>Nationality not stated :</i>	75	92	—17	130	59	71	265	125	140	470	276	194
Total . . .	9,487	3,015	6,472	78,662	46,209	32,453	39,176	34,448	4,728	127,325	83,672	43,653

CONDITIONS OF WORK

EXTRA HOLIDAYS WITH PAY FOR LONG-SERVICE WORKERS IN THE UNITED KINGDOM CHEMICAL INDUSTRY

Long-service workers on the payroll of a large chemical group in the United Kingdom will receive extra holidays with pay under an agreement concluded between the undertaking and the trade unions signatory to the collective agreement on conditions of work in that firm.¹

Extra Holidays with Pay for Long-Service Workers.

Under the collective agreement the normal holiday with pay was to last a fortnight. The new agreement provides for two weeks and three days' annual holiday with pay for all employees who have completed not less than 20 years and not more than 25 years of service; three weeks for those who have completed between 25 and 35 years and four weeks for those with 35 years or more.

Entry into Force.

The new arrangements operate as from 1959, so that workers who have completed 20, 25 or 35 years of service by 1958 will qualify for the extension.

Beneficiaries.

Altogether 20 per cent. of the 75,000 payroll employees will be affected: 5,000 will get two weeks and three days, 7,500 three weeks and 3,000 four weeks.

SOCIAL SECURITY

THE SECOND SESSION OF THE COMMITTEE OF SOCIAL SECURITY EXPERTS

A note on the Second Session of the Committee of Social Security Experts of the International Labour Organisation, held at Geneva from 26 January to 6 February 1959, appears on page 299.

CHANGES IN THE TUNISIAN FAMILY ALLOWANCES SCHEME

ESTABLISHMENT OF A CENTRAL SOCIAL BENEFIT FUND

By Act No. 58130 of 22 November 1958² the Tunisian Government unified the administration of the family allow-

¹ Imperial Chemical Industries: *Wilton News*, No. 21, 12 Feb. 1959. See also *The Chemical Trade Journal and Chemical Engineer* (London), Vol. 144, No. 3742, 20 Feb. 1959, p. 421.

² *Journal Officiel de la République Tunisienne*, 102nd Year, No. 94, 25 Nov. 1958 (13 Jomada I 1378), p. 1112.

ances scheme, which was formerly operated by three independent funds.

Organisation of the Fund.

Under the new Act the family allowances scheme will be run by a single fund known as the Central Social Benefit Fund, divided into three separate and financially independent sections (corresponding to the three previous funds); all individuals and bodies corporate already belonging to the scheme are compulsorily transferred to one or other of these three sections, depending on the branch of the economy to which they belong. Workers draw their allowances from the section to which their employer contributes.

Common services are run jointly by the three sections. The cost of these services, together with administrative overheads, is apportioned to the sections by the Board. In addition, the medical and welfare departments attached to the previous funds are amalgamated under the new Act and their cost is also shared out between the three sections by the Board of the Fund.

The Board, which is provisionally responsible for administering the scheme, is made up of 15 members, six of whom were members of the boards of the previous funds, while six are appointed by the Secretary of State for Public Health and Social Affairs on the recommendation of the most representative trade union organisations. The remaining three are persons appointed by the Secretary of State because of their experience in social questions.

The manager, deputy managers, technical superintendent and financial controller of the scheme attend all meetings of the Board in an advisory capacity.

Financial Supervision.

The financial operations of the Fund are supervised by a controller appointed by order of the Secretary of State for Finance in consultation with the Secretary of State for Public Health and Social Affairs.

The financial controller is consulted on any general measures liable to have direct or indirect financial repercussions. He ensures that instructions issued by the departments with responsibility for the conduct of the scheme are properly carried out, and he opposes any step at variance with these instructions. He can hold up any decision which, in his view, is calculated to impair the financial balance of the scheme and (except in urgent cases) this decision must then be referred to the next meeting of the Board. Should the latter maintain its decision the Secretary of State for Public Health and Social Affairs acts as referee. If he does not give his ruling within 15 days of the case's being submitted to him, the Board's decision takes effect.

Occupational Injuries.

The Central Social Benefit Fund may be required to assist the Occupational Injury Compensation Scheme¹, subject to such conditions as may be prescribed by the Secretary of State for Public Health and Social Affairs and by the legislation regulating the scheme.

¹ See *Industry and Labour*, Vol. XIX, No. 9, 1 May 1958, p. 367.

EMPLOYERS' AND WORKERS' ORGANISATIONS

EIGHTH CONGRESS OF THE COSTA RICAN CONFEDERATION OF WORKERS "RERUM NOVARUM"

The Eighth Congress of the Costa Rican Confederation of Workers "Rerum Novarum" was held in San José (Costa Rica) from 24 to 26 October 1958.¹

The Congress was held under the chairmanship of Mr. R. A. González, General Secretary of the Confederation, and was attended by delegates from most of the affiliated unions and organisations.

Main Resolutions Adopted.

Central American Confederation of Workers. The delegates agreed unanimously that it was necessary and important for the workers of this region that a democratic Central American workers' confederation based on the ideals of Central American solidarity should be formed to attain the specific aims of the trade union movement and those of labour generally. For this purpose the Congress unanimously decided to join the committee already set up to prepare and convene a constituent congress of the trade union confederations of the Central American countries. It was also decided to suggest that the workers of the Republic of Panama should be invited to join the proposed organisation.

Headquarters. The Congress discussed the need of the Confederation for premises of its own and decided that each member should pay a non-recurrent levy amounting to one day's wages between November 1958 and December 1959. The executive committee was authorised to implement this decision.

Workers' representation in independent state business agencies. The Congress authorised the executive committee of the Confederation to approach the public authorities with a view to obtaining representation for the workers on the boards of the independent state business agencies.

Trade union rights. The discussion on the problem of trade union rights, of great importance for the whole trade union movement, laid stress on the campaign by the employers' organisations against the Bill submitted to Parliament with a view to safeguarding the stability of employment of trade union leaders. The Congress decided to support and defend this Bill before public opinion and before Parliament through an organised campaign which would include among other features the lodging of a petition signed by all organised workers and claiming this social right.

Workers' education. The Congress considered the desirability of training the leaders of its workers' organisations and decided to recommend to the executive that it should organise a workers' education institute.

Other Resolutions.

The Congress adopted a number of other resolutions concerning hospital workers, the improvement of retirement benefit and the amendment of the Labour Code² with a view to reducing the length of employment on probation from three months to a fortnight.

¹ Communication from the I.L.O. Correspondent in Costa Rica. For a note on the Seventh Congress see *Industry and Labour*, Vol. XX, No. 5, 1 Sep. 1958, p. 202.

² I.L.O. *Legislative Series*, 1943—C.R.1:..1955—C.R.1.

Elections.

A new executive committee was appointed. Mr. R. A. González was re-elected General Secretary and Mr. J. J. Coto was appointed Assistant Secretary.

THE TRADE UNION MOVEMENT IN JAPAN

TENTH CONGRESS OF THE GENERAL COUNCIL OF TRADE UNIONS

The Tenth Congress of the General Council of Trade Unions (*Sohyo*) was held in Tokyo from 21 to 25 July 1958; it was attended by some 240 delegates representing 34 affiliated unions.¹

Report on Activities.

In his report on the activities of *Sohyo* during the past year, Mr. Iwai, General Secretary, said that the organisation had co-operated with the Socialist Party and had taken all possible steps to counteract the rise in prices of consumers' goods and to promote peace. He added that *Sohyo* continued to demand higher wages, trade union rights, the introduction of a minimum wage system, the reduction of hours of work, improvements in the social security system, and workers' welfare.

Decisions Taken by the Congress.

The Congress adopted a series of resolutions, the report on activities, the financial report, and a plan of action. In one of the resolutions the Government was urged to ratify the I.L.O. Freedom of Association and Protection of the Right to Organise Convention, 1948.

The Congress reiterated its support for the introduction of a minimum wage system, the improvement and extension of social security measures and co-operation with agricultural workers.

Election of Officers.

Mr. K. Ota was elected President and Mr. A. Iwai was re-elected General Secretary.

FIFTH CONGRESS OF THE JAPANESE TRADE UNION CONGRESS

The Fifth Congress of the Japanese Trade Union Congress (*Zenro-Kaigi*) was held in Tokyo from 29 to 31 October 1958; it was attended by 209 delegates.²

Plan of Action.

The Congress adopted a plan of action concerning expansion and equilibrium of the economy of the country, stabilisation of employment, reduction of hours of work, the introduction of a statutory minimum wages system, higher wages and trade union unity.

The plan of action included the question of the establishment of a committee composed of workers' and employers' representatives and independent persons, with terms of reference to inquire into the possibility and practic-

¹ *Sohyo News* (Tokyo), Nos. 131-132, 10 Aug. 1958. For an account of the previous Congress see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 153.

² *Japanese Trade Union Congress Report* (Tokyo), Vol. IV, Nos. 20 and 21, 15 Oct. and 1 Nov. 1958. For an account of the previous Congress see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 153.

ability of revising existing labour legislation. The organisation undertook to continue to urge the Government to ratify without delay the I.L.O. Minimum Wage-Fixing Machinery Convention, 1928, the Night Work (Women) Convention (Revised), 1934, and the Freedom of Association and Protection of the Right to Organise Convention, 1948.

Election of Officers.

Mr. M. Takita and Mr. H. Wada were re-elected President and General Secretary respectively.

ERRATUM

Vol. XXI, No. 4, 15 Feb. 1959

Page 150, ninth line :

AN INVALIDITY INSURANCE BILL IN SWITZERLAND

ADJUSTMENT OF OLD-AGE AND SURVIVORS' INSURANCE

For " 24 October 1950 " read " 24 October 1958."

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

African Labour Survey

Studies and Reports, New Series, No. 48

This survey of labour problems and policies in Africa covers the whole continent south of the Sahara. It is based on published and unpublished documentary sources and on information acquired by officials of the International Labour Office in the course of visits to the countries and territories concerned.

After describing the African background—climate, geography, population density, material resources, indigenous customs, historical development and present-day social conditions—the book deals in turn with agriculture, community development, manpower and employment, productivity, vocational training, freedom of association and industrial relations, wages, recruitment, contracts of employment and conditions of work, occupational safety and health, social security, housing, the co-operative movement, labour administration and inspection, and the application of internationally agreed labour standards. The last chapter contains the conclusions reached at the fifth and final session of the I.L.O. Committee of Experts on Social Policy in Non-Metropolitan Territories, which had before it a draft for the present volume.

The following documentation is provided in the appendices: standards and recommendations of the I.L.O. and other organisations; a reference list of labour legislation; statistical material, additional to that presented in the text, on various aspects of the social and economic situation, in tabular form; a bibliography giving the main recurring sources of information on Africa and the more important sources of background material; and an explanatory note on the Commission for Technical Co-operation in Africa South of the Sahara, the Inter-African Labour Institute and the Inter-African Labour Conference.

712 pages, including country index

Price : \$5 ; 30s.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

Annual subscription : \$6.00, £1 16s.

Price per number : 60 cents, 3s. 6d.

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers' and workers' organisations.

Annual subscription : \$5.00, £1 10s.

Price per number : 25 cents, 1s. 6d.

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

Annual subscription : \$2.50, 15s.

Price per number : 75 cents, 4s. 6d.

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

Price : paper, \$5.00, £1 10s. ; cloth, \$6.00, £1 16s.

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance ; technical papers and pamphlets on current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00 ; £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses on the following pages

CORRESPONDENTS

(continued from outside back cover)

Bulgaria: Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

Chile: Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).

China : Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").

Colombia: Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).

Costa Rica: Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).

Cuba: Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).

Czechoslovakia: Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.

Ecuador: Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").

Greece: Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).

Haiti: Mr. L. Max FOUCARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haiti").

Iran: Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).

Israel: Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit, Interlab, Jerusalem, Israel").

Lebanon: Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").

Netherlands: Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).

Norway: Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417800).

Pakistan: Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").

Philippines: Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").

Poland : Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.

Portugal: Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).

El Salvador: Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.

Spain: Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").

Thailand : Mr. M. DULYACHINDA, Phya Anuraks 152, Pejhuri Road, Bangkok.

Turkey: Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").

Union of South Africa: Mr. L. C. LOOCK, Private Bag 117, Pretoria.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355); Mr. Ihsan JOUKHADAR, Secrétaire général, Ministère du Travail et des Affaires sociales, Damascus.

Uruguay : Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).

Venezuela: Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).

Yugoslavia : Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição Internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

Union of Soviet Socialist Republics: Mr. Ivan SADTCHIKOV, Ministry of Foreign Affairs, Moscow.

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsbäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

(Continued overleaf)

VOL. XXI, No. 9

1 MAY 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social-security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 9

1 MAY 1959

CONTENTS

International Labour Organisation	Page
Ratification of International Labour Conventions by <i>Iran</i>	323
Application of Conventions to Non-Metropolitan Territories: Declaration by the <i>United Kingdom</i>	323
 International Organisations and Conferences	
Conference of World Organisations Interested in the Handicapped : Adoption of a Code of Principles	323
 Social and Economic Policy	
A Free Trade Treaty in <i>Central America</i>	325
Establishment of a National Industrial Research Institute in <i>Portugal</i>	326
 Labour-Management Relations	
A Revised Labour Policy in <i>Pakistan</i> :	327
 Manpower	
Conference of World Organisations Interested in the Handicapped : Adoption of a Code of Principles	328
Reforms in the <i>French</i> General and Technical Education Systems	329
Results of a Survey on Long-Term Unemployment in <i>Sweden</i> . .	332
 Migration	
Migration under the Auspices of the Intergovernmental Committee for European Migration in 1958	334
Migration To and From the <i>Netherlands</i> in 1958	335
 Conditions of Work	
Reductions in Hours of Work in the <i>United Kingdom</i> in 1958 .	340

Social Security	Page
Ratification of International Social Security Conventions by <i>France</i>	341
Modifications of the General Social Insurance Schemes in <i>Austria</i>	342
A System of Temporary Benefits Payable on Dismissal from Employment in <i>Bulgaria</i>	344
An Insurance Scheme for Civil Servants in the <i>Dominican Republic</i>	345
Modifications in the <i>French</i> Social Security System	346
A National Health Insurance Plan in <i>Israel</i>	347
Social Security in <i>Spain</i> :	
Extension of the Social Security Scheme to State Employees . .	349
Social Security for Workers in Agriculture and Stock Raising .	349
 Co-operation 	
Modernised Rural Communities : an Experiment in <i>French West Africa</i>	350
 Workers' Education 	
Second Session of the African Workers' University	351
 Employers' and Workers' Organisations 	
Fourth Congress of the International Graphical Federation	352
First Asian Textile Workers' Conference	353
Second Inter-American Congress of Postal, Telegraph and Telephone Workers	354
Fourth Extraordinary Congress of the <i>Uruguayan</i> Trade Union Confederation	357

INTERNATIONAL LABOUR ORGANISATION

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS BY IRAN

On 13 April 1959 the Director-General of the International Labour Office registered the ratification by Iran of the following Conventions :

Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 ;
Abolition of Forced Labour Convention, 1957.

APPLICATION OF CONVENTIONS TO NON-METROPOLITAN TERRITORIES

DECLARATION BY THE UNITED KINGDOM

The Director-General registered on 6 April 1959 a declaration communicated by the Government of the United Kingdom concerning the application, with modification, of the Employment Service Convention, 1948, to the Federation of Nigeria.

INTERNATIONAL ORGANISATIONS AND CONFERENCES

CONFERENCE OF WORLD ORGANISATIONS INTERESTED IN THE HANDICAPPED

ADOPTION OF A CODE OF PRINCIPLES

At a meeting in New York on 2 February 1959, the Executive Committee of the Conference of World Organisations Interested in the Handicapped (CWOIH) adopted a Code of Principles for the Handicapped.¹

The CWOIH is a conference of the non-governmental organisations concerned with the welfare of the handicapped which have been granted consultative status by the United Nations Economic and Social Council or which have official relations with the World Health Organisation. Many of these organisations are on the I.L.O.'s special list of non-governmental organisations.

The essential parts of the Code of Principles are reproduced below :

The handicapped person is an individual with full human rights which he shares in common with the able-bodied. He is therefore entitled

¹ Communication from the CWOIH.

to receive from his country every possible measure of protection and assistance and to be given the opportunity for rehabilitation . . . He is capable of developing his residual resources to an unexpected degree if given the right opportunities, and can generally become an economic asset to his country instead of a burden.

To accomplish this, the CWOIH believes that—

1. The medical, psychological and social sciences should continue and increase their research efforts in the causes of disablement and in the development of measures to prevent and alleviate mental and/or physical disabilities.

2. Treatment should be available on both a resident and an out-patient basis. It may be given in a general or special hospital or in a special centre or through some combination of relationships between the community treatment resources and the homes of the patients. Wherever possible or necessary, medical, dental, ophthalmological, psychiatric, nursing, physical therapy, speech and hearing services, as well as social and vocational services, should be provided. It will thus be ensured that the needs of the patients will be met and in a sequence designed to minimise the adverse effects of delays in preparing them to resume an active life.

3. Educational opportunities should be provided on a standard equal to those for the able-bodied to ensure maximum intellectual and vocational development. When required, specially trained personnel and transportation should be provided. In some instances it may be necessary to provide separate facilities.

4. There should be a comprehensive programme, including social, educational, psychological, medical and vocational services for the chronically ill or disabled who are no longer able to profit from a programme for prevention of disablement or physical restoration so that their abilities may be used to the maximum.

5. Within the limits of his abilities the handicapped person should be encouraged and aided to develop those vocational and avocational pursuits for which he is best qualified and from which he will receive the most satisfaction.

6. Employers should be encouraged to give the same consideration to the skills and abilities, potential and attained, of an applicant with an impairment as to those of one without. A handicapped worker should be employed at the established salary or wage scale for other workers with comparable skills.

7. The community, recognising the right of the handicapped person to achieve an independent and normal life, should assist his integration into the community through employment and inclusion in activity programmes of clubs, churches, schools and recreation agencies.

8. Legislation should be enacted at all appropriate governmental levels to provide for rehabilitation and educational programmes and other necessary services to enable the handicapped to achieve maximum usefulness.

9. Good rehabilitation programmes must have the understanding and financial support of an enlightened public. In order to achieve this, programmes for the rehabilitation of the handicapped should include public education, which should emphasise not only the responsibility of society but also its gain through the conservation of human resources and the contribution that rehabilitated persons can and do make.

SOCIAL AND ECONOMIC POLICY

A FREE TRADE TREATY IN CENTRAL AMERICA

At the close of the fifth meeting of the Economic Co-operation Committee of the Central American Isthmus, five countries of this region—Costa Rica, Guatemala, Honduras, Nicaragua and El Salvador—signed a treaty for free trade and economic integration at Tegucigalpa (Honduras) on 10 June 1958.¹ Three of the signatory countries ratified the treaty early in 1959.

Background.

The treaty is a step forward in the implementation of the programme of economic unity foreshadowed by the establishment of the Committee and the voting of a resolution by the Economic Commission for Latin America in 1951. A large part of the work of the Committee in the year which preceded the signature of the treaty consisted in the examination and discussion of draft instruments following a thorough study of the problem.

Substance of the Treaty.

According to the preamble the signatory States, desirous of strengthening and tightening the bonds of friendship and common background between them, intend to unify their economies gradually, extend their markets, expand production and develop the exchange of goods and services and raise the standards of living and employment of their respective peoples, thus contributing towards restoring the economic unity of Central America.

The various articles of the treaty provide for the following :

- (a) progressive establishment of a free trade system, tending towards a future customs union ;
- (b) maintenance of free rates of exchange and convertibility of currencies ;
- (c) unrestricted transit of goods ;
- (d) prohibition of unfair competition ;
- (e) obligation to construct and maintain better communication routes ;
- (f) equality of treatment of investments ;
- (g) establishment of a Central American trade commission ;
- (h) development of regional industries to supply the common market.

Agreement regarding "Integration Industries".

A special agreement was signed on the same date regarding such regional industries. For the reasons set out in the preamble to the treaty itself, the signatory States undertake to promote the establishment of new industries and the development and specialisation of existing industries which are to have access to the common market. These will be styled "Central American integration industries". They are defined as industries the minimum output capacity of which requires that they be able to sell throughout the Central American market in order to operate under reasonable conditions as regards economic viability and competition.

¹ United Nations, Economic Commission for Latin America : *Informe del Comité de Cooperación económica del Istmo centroamericano*, doc. E/CN.12/492. E/CN.12/CCE/151, Aug. 1958.

A Central American commission for industrial integration will be established to supervise application of this agreement and more particularly to designate the industries which are to be styled "integration industries" and to enjoy the agreed facilities.

ESTABLISHMENT OF A NATIONAL INDUSTRIAL RESEARCH INSTITUTE IN PORTUGAL

As part of Portugal's economic and social development plans, a Decree (No. 42120) establishing a National Industrial Research Institute was promulgated on 23 January 1959.¹

The purpose of the decree is to solve the economic and technical problems caused by the existing structure of certain industries. The five-year economic development plan (1959-64) has earmarked substantial sums for scientific research and technical education; and of this a total of 80 million escudos has been set aside for the National Industrial Research Institute.

Aims.

The chief aim of the Institute is to encourage, promote and co-ordinate industrial research and development in the country. It will be staffed by specialists and technicians and will work in co-operation with other Portuguese and foreign bodies with similar interests and will also set up its own laboratories and design departments.

Organisation.

Under the rules for the Institute laid down in Legislative Decree No. 42121, dated 23 January 1959², the Director will be assisted by a technical advisory council made up of representatives of the universities, the Ministry of Corporations and Social Welfare, the Corporation of Industries, and various other industries and institutions concerned with scientific and technical research. The Institute will comprise a secretariat, a central co-ordination, planning and information section and two technical sections, one dealing with research, laboratories and technical assistance to industry and the other with the human, technical and economic aspects of productivity and scientific management.

Programme.

The Institute's services to the country's economy and industries will largely take the form of practical assistance to small and medium undertakings, which are usually the most backward section of industry and cannot afford to set up and staff laboratories or keep up with technical developments. The assistance given will take various forms, such as visits, study centres, demonstrations in factories, experimental laboratories and stations, training courses and technical assistance missions.

The Institute will follow annual work programmes approved by its technical council and drawn up by its central co-ordination, planning and information section. This section will also be responsible for seeing that the programmes are carried out and generally co-ordinating the Institute's work.

The Institute is required to make every effort to encourage the training, either at home or abroad, of the large numbers of supervisors, technicians and skilled workers needed under the large-scale plans for modernising a wide range of Portuguese industries over the next few years.

¹ *Diário do Governo*, Series I, No. 19, 23 Jan. 1959, p. 69.

² *Ibid.*, p. 71.

LABOUR-MANAGEMENT RELATIONS

A REVISED LABOUR POLICY IN PAKISTAN

At a press conference held in Karachi on 28 February 1959 the Minister for Health and Social Welfare of Pakistan announced the Government's revised labour policy.¹

The Minister's Speech.

Before presenting the Government's policy the Minister said that the main considerations which had influenced the Government in formulating the new labour policy were increased production, equitable distribution of wealth, better working conditions, and healthy growth of trade unionism consistent with the provisions of the I.L.O. Conventions. These principles the Government proposed to make effective in a continuous process of policy development.

To achieve this end, it was essential that there should be harmonious relations between workers and employers. The workers were not well organised and were economically a weaker party. Employers should, therefore, adopt a sympathetic attitude towards their problems and try to understand them in their true perspective. They should provide the basic minimum amenities to enable the worker to fully develop his personality as a citizen of a free country. He should be made to feel that he had a stake and a vital interest in the plant in which he worked. Employers should help the worker to identify his interests with those of the establishment.

The workers should understand that they could satisfy their needs only by increased productivity and to this end they must co-operate wholeheartedly with management.

The Government strongly held the view that all benefits to workers, to employers, to industries and to the country could flow from one factor only, namely increased production. Appreciation of this cardinal principle by both workers and employers could bring about peace in industry, a factor so essential for a growing economy.

To achieve the healthy growth of trade unionism, workers' organisations should make sincere efforts and plan for educating workers as to their rights, privileges and obligations and their duties to their employers and to the country as a whole. Irresponsible agitation should give way to a programme of training worthy trade union leaders so that the workers could play their role as useful citizens, especially in the present stage of the country's development. He hoped that employers and workers would co-operate with each other and with the Government in pursuing the objectives of the new policy.

The Revised Labour Policy.

The Minister then read out the Government's statement of policy. In order to ensure the welfare of all types of labour working in agriculture, industry and commerce, the Government, after reviewing the situation, had decided to lay down the following 11 principles, which will constitute the objectives of Pakistan's labour policy until they are altered or amended.

1. The policy of the Government of Pakistan in the field of labour will be based on the I.L.O. Conventions and Recommendations ratified by Pakistan.

¹ *Dawn* (Karachi), 1 Mar. 1959.

2. The Government believes that the growth of healthy trade unionism is essential for the development of a stable social structure, wherein there will be industrial and social peace, ensuring greater production and the equitable distribution of wealth.

3. It believes that a sound and healthy relationship between employers and employees is a prerequisite for increased productivity.

4. It believes that industrial peace is essential to economic progress. It discourages agitation and tension in industrial and commercial undertakings and other fields of human endeavour. It believes in the settlement of labour-management disputes by constitutional means, such as joint consultation, voluntary arbitration, conciliation, mediation and adjudication.

5. It believes that at the same time as production is stepped up suitable measures should be adopted for providing social amenities for all categories of workers; these amenities should be calculated to meet, as far as possible, the workers' needs as regards health, education, recreation, housing, wages, and other needs related to their work.

6. The Government will take appropriate measures to reduce unemployment throughout the country.

7. It will continue to run non-fee-charging employment agencies and carry out a programme of employment information.

8. The Government will attach due importance to research and the collection of statistical data concerning working and living conditions and will encourage employers and employees to organise such research and statistical work on their own initiative.

9. It will take appropriate steps to ensure that Pakistani seafarers enjoy proper conditions of work at home and abroad, particularly as regards regularity of employment, fair wages and social services.

10. The Government believes that social welfare is not the responsibility of the State only. Private industrial undertakings and organisations should also pool their resources to provide social welfare amenities. The Government may consider the desirability of imposing welfare taxes on commercial, industrial and other private establishments in order to raise adequate funds to organise welfare amenities for employees.

11. The Government will welcome scientific and technical assistance in the field of labour and employment from free countries.

MANPOWER

CONFERENCE OF WORLD ORGANISATIONS INTERESTED IN THE HANDICAPPED

ADOPTION OF A CODE OF PRINCIPLES

A note on a meeting of the Executive Committee of the Conference of World Organisations Interested in the Handicapped will be found on page 323.

REFORMS IN THE FRENCH GENERAL AND TECHNICAL EDUCATION SYSTEMS

Ordinance No. 59-45¹ and Decree No. 59-57², both of 6 January 1959, provide for the alteration at a later date of the state educational system in France.

Purpose of the Reforms.

One of the essential aims of the reforms is to dovetail technical and vocational education into the general educational system. This is to be done by extending the pre-selection period and by giving pupils the possibility of transferring at various stages from academic to technical education or vice versa.

Raising of the School-Leaving Age.

Under Ordinance No. 59-45 education is to be compulsory up to the age of 16; the school-leaving age was 14 until now. The changeover is to be made in 1967. In fact in the larger towns and the industrialised areas between 75 and 80 per cent. of the children already continue their studies beyond the prescribed school-leaving age, and this proportion reaches 84 per cent. in Paris.

Organisation of Compulsory Education.

Compulsory education will in future be divided into three stages—an elementary stage, an observation stage, and a final stage.

Elementary stage. The elementary stage will be for children having reached the age of six, and will in principle last five years.

Observation stage. An observation stage lasting two years follows the elementary one, its purpose being to allow the pupils' capacities to be observed in the course of their normal day-to-day work. By this important new departure in French education, it is hoped to detect children's aptitudes more easily in the schools and by this means to guide pupils at the end of this stage towards various forms of subsequent education.

At the end of both the first and second terms of this stage parents will receive initial advice on the general bent to be given to their children's studies, the children being directed as from the second term towards the classical or modern side.

The decree provides for a guidance council for each class or group of classes at this stage to enable pupils and their parents to make a better choice among the various types of education available. Guidance boards will also be set up at the level of the département, as well as a ministerial guidance board to organise and improve the observation and guidance process.

Final stage. A final stage of three years of study following the observation stage will bring the pupil to the school-leaving age. Vocational training, which will count as school attendance and will correspond to the final stage, may be given in the following forms:

(a) in technical training establishments;

(b) by work done partly in the various schools that provide education at the final stage and partly in undertakings under contract to such schools;

¹ *Journal officiel de la République française*, 91st Year, No. 5, 7 Jan. 1959, p. 376.

² *Ibid.*, p. 422. The dates on which the various provisions of this decree are to come into operation are to be prescribed by subsequent legislation.

(c) in establishments under the authority of ministries other than the Ministry of Education ; and

(d) solely in undertakings.

The general education of any pupils who are not desirous or capable of taking a course of general or vocational education will be supplemented and extended in the last three years preceding the school-leaving age, and this will prepare them for earning their living as from the age of 16 in agriculture, handicrafts, commerce or industry. The preamble to the ordinance states that this final education, the content of which will be governed by economic geography (rural or urban areas) is particularly intended for future semi-skilled workers. In view of the multiplicity of such workers the course of study prescribed is intended to give them a vocational training that will be of use in the largest possible variety of trades, so that in spite of the rapid changes in jobs and methods they may find it easy to adjust to new occupations.

General and Vocational Training.

Short course of general education. There will be a short course of general education comprising three years of study in addition to the two years of the observation stage. Its purpose will be to train young people for the many jobs in the intermediate range of earnings that have little or no technical content, e.g. distribution, etc. The reform consists in the extension of this type of education for one year, which it will be possible to devote to " instruction with a marked bias towards practical training for the various non-technical occupations ".

This course will lead up to a certificate of general education.

Full-length course of general education. There will be a full-length course of general education comprising, in addition to the two years of the observation stage—

(a) a two-year period during which the pupils will be divided into three streams, two different classical ones and a modern one ;

(b) a two-year period in which the curriculum will be more varied and pupils will be divided into seven different streams—three classical streams, two modern streams, and two technical streams ;

(c) a seventh year, in which pupils will be grouped for instruction into five different streams, viz. philosophy, experimental sciences, mathematics and technical, and economic and social subjects.

The full-length course will lead up to the matriculation or university entrance certificate, which is granted by the faculties of science and the faculties of arts and social sciences. The programme of the matriculation examination has been considerably altered by decree.

Vocational education. Quite apart from the vocational training which may conclude a child's compulsory education and has already been referred to, there is a system of vocational education for the training of skilled operatives, technical assistants and junior and senior technicians. This course of instruction will come immediately after the observation stage. In this case the object of the proposed reforms is to strengthen the ladder of French technical education and to provide opportunities for a steady rise from the training of skilled tradesmen to that of technicians.

As a rule the training of skilled operatives is to last three years and is to take place in the technical training schools (formerly known as apprentice-training centres) and kindred establishments, in the vocational training classes for young persons under 17 years of age who are in commercial and industrial employment and in the apprentice-training centres of particular undertakings. This course leads up to the vocational proficiency certificate.

There is to be a four-year course for training skilled operatives, some of whom will have opportunities of becoming foremen. A pupil who successfully completes this course will be eligible for the designation of certificated technical worker, after a public examination which is to be open to candidates complying with conditions to be laid down by order and after a period of practical training the length of which will vary according to the subject taught.

In principle the training of technicians is to last five years and will take place in technical colleges and similar establishments. The object of this course will be to train the personnel from among whom intermediate grades of supervisory and technical staff will subsequently be recruited. On completion of their studies pupils taking the course will become certificated technicians. This qualification may be obtained either by fulfilling certain conditions to be laid down by ministerial order or by passing a public examination open to candidates who have completed a period of practical training varying according to the subject, and have fulfilled certain other conditions. To hold such a qualification is equivalent to having passed the first part of the matriculation examination in subjects of the same educational standard.

Senior technicians will be trained in special schools or sections, the students of which will be recruited from among certificated technicians, students receiving an academic education, candidates for entry to engineering schools, or students who have taken further training courses under workers' upgrading schemes. Those who successfully complete the course will be certificated senior technicians, this qualification being equivalent to full matriculation subject to conditions to be determined by order.

Possibility of Transfer.

At all levels in these vocational education courses special classes will be formed to ensure that pupils from general educational establishments receive vocational education corresponding to the standard reached in their previous studies. These special classes will serve as bridges enabling pupils receiving general education to transfer to technical education. It has also been arranged to allow pupils receiving technical education to transfer at various stages to a full-length general education course. At all levels of technical education pupils will be able to obtain the advice of academic and vocational guidance centres which are available to satisfy requirements in all educational institutions.

A National Vocational Guidance and Training Committee.

The decree sets up a National Vocational Guidance and Training Committee under the chairmanship of the Minister of Education. It is to be responsible for proposing measures to meet the manpower needs of the economy and of the various technical activities that are essential to national survival. For these purposes the Committee will establish permanent links with the representatives of these activities and with the education boards.

Cultural Education and Further Vocational Training.

Part of the object of the new provisions is to introduce some order into, and give some further impetus to, the growth that has taken place, especially in the last few years, in what is commonly known as workers' education and workers' advancement.

Under the reforms the object of cultural education will be to increase the general knowledge acquired at the stage of compulsory school attendance and to give freer access to all the sources of culture and all the facilities for self-improvement. The facilities used for this education will be specialised institutions set up or recognised by the Government, the various state educational establishments which are to become cultural centres, or organ-

isations similar to those which receive state assistance in view of the nature of their declared aims.

It is stated that further vocational training is to contribute to the workers' advancement and to help citizens to climb the employment ladder in accordance with their abilities and their desires. Further vocational training courses will be organised under the authority of the Minister of Education and of any other ministers with an interest in the matter after consultation of the National Vocational Guidance and Training Committee and of the national advisory vocational boards set up for each group of trades.

Other Provisions.

Various amendments have also been made to the existing systems of higher education (including the training of engineers and of higher executive staff), of special education for physically or mentally handicapped children, of physical education and sport, and of teacher training for ordinary or technical education.

RESULTS OF A SURVEY ON LONG-TERM UNEMPLOYMENT IN SWEDEN

The results of a survey on the characteristics of the long-term unemployed in Sweden were recently published.¹

How the Survey Was Made.

After a new system of unemployment statistics, which now contain data on age, sex and latest place of employment, was introduced in 1955, information has been regularly gathered concerning the duration of unemployment. This information is based on the monthly unemployment counts. Particular concern for the long-term unemployed, i.e. those who are without work for more than two months, and the desire to know the causes of this type of unemployment led the Swedish Employment Market Board to conduct a special survey covering the period 15 December 1957 to 28 February 1958 in order to find out to what extent personal factors, as against employment market factors, account for individual difficulty in obtaining work.

Results of the Survey.

On 15 December 1957 there were 6,033 insured and 1,813 uninsured workers (out of a total of 40,784 registered unemployed) who had been without work for more than two months. Questionnaires were sent to the district employment offices asking in particular for detailed data on the work experience in 1957 of the unemployed persons concerned. These offices examined each fifth case. In their replies to the Employment Market Board they stated their views as to the reason for long-term unemployment in each case, e.g. reduced working capacity due to sickness, disability or age, or difficulties in finding jobs for personal reasons. They indicated also whether, in their opinion, vocational training or retraining courses could substantially improve the unemployed person's chances of obtaining work.

Four Categories of Unemployed.

The long-term unemployed were divided into the following four main categories: young persons under 18; persons with limited capacity or

¹ Kungl. Arbetsmarknadsstyrelsen, Stockholm: *Arbetsmarknaden*, Sep. 1958, pp. 150 and 166. See also idem: *Långvarigt Arbetslösa; en undersökning i samband med arbetslöshetsräkningen den 16/12 1957*, Specialundersökningar, No. 4, 1958 (mimeographed). For previous notes on the employment situation in Sweden, see: *Industry and Labour*, Vol. XIX, No. 5, 1 Mar. 1958 p. 177 and Vol. XX, No. 11, 1 Dec. 1958, p. 420.

otherwise handicapped in their search for work ; persons finding it difficult to leave their home community ; and other long-term unemployed.

Young persons. The unemployed under 18 years were put in a special group, since difficulties had already been encountered in evaluating the attitudes of youngsters towards the employment market. Amongst those who are registered with employment offices, many have not decided yet upon the occupation or vocational training courses they intend to take up. Many, on the other hand, are more particular than older workers as to the kind of job they are willing to accept : since they generally live with their parents these young persons can wait more easily than most other unemployed for a post corresponding to their exact desires. It is also difficult to ascertain to what extent the young unemployed are actually registering with the employment service, and whether they continue to attend so as to keep their registrations current. Available data on registered unemployment does not, therefore, give a reliable picture of unemployment in this group.

Of the young unemployed, who comprised 6 per cent. of the long-term unemployed, about 60 per cent. had already worked before. About one-third had finished school or vocational training courses in 1957. It was estimated that vocational training would considerably improve the chances of obtaining work of about 60 per cent. of the boys and 45 per cent. of the girls.

The handicapped. The second group (persons with limited working capacity or otherwise handicapped in their search for work) comprises workers who on account of sickness, physical disability or age are handicapped in finding employment, as well as alcoholics and persons who work only under special conditions, such as women desiring only part-time employment. It was not considered likely that special employment measures would substantially improve employability of the majority of these people.

This category accounted for 51 per cent. of the long-term unemployed, and 74 per cent. of the people in the category itself were handicapped by sickness, physical disability or advanced age. Women accounted for 85 per cent. of those who were willing to work only under specific conditions, thus making their placement difficult.

Generally speaking, it was found that 67 per cent. of the persons who had been unemployed for more than two months were workers included in these first two groups.

Persons unwilling to leave their home community. The third group (persons finding it difficult to leave their home community) accounted for 16 per cent. of the unemployed workers ; 47 per cent. of these indicated land or other property ownership as the reason for not being able to leave their home community.

Other long-term unemployed. The last group, other long-term unemployed, includes persons 18 to 66 years of age who were unemployed for reasons other than limited working capacity, inability to move to another locality, or other personal reasons. The causes of their prolonged unemployment was therefore considered to lie in the employment market situation itself, such as cyclical employment declines or unemployment for seasonal or structural reasons, within one branch or a particular locality.

The number of persons in this group, 17 per cent. of the insured long-term unemployed workers, was largest within the economic sectors which are most subject to seasonal influences, such as agriculture, forestry, and the building and construction sector : 49 per cent. had worked in these sectors whereas 43 per cent. had been in industry. Of the latter workers, 38 per cent. came from the iron and steel industry and the metal trades, 18 per cent. from the woodworking industry, and 12 per cent. from the textile and clothing industries.

Almost 50 per cent. of the persons in this group were under 45 years of age ; employment officials estimated that nearly one-fourth of these would increase their chances of finding work by taking up vocational training or retraining courses.

Follow-up of the Survey.

At the end of February 1958, more than half the unemployed covered by the survey—i.e. those who on 15 December 1957 had been unemployed for more than two months—were found to be still registered with employment offices as looking for work. A small part of these persons were employed on emergency or other special temporary work.

MIGRATION

MIGRATION UNDER THE AUSPICES OF THE INTERGOVERNMENTAL COMMITTEE FOR EUROPEAN MIGRATION IN 1958

Statistics published by the Intergovernmental Committee for European Migration (I.C.E.M.) on its activities in 1958¹, show that during the past year, 94,222 persons (including 4,983 Hungarian refugees) emigrated under the auspices of the Committee, less than half the total for the previous year.

Countries of Origin.

The accompanying table shows that the main countries of origin were Italy, which accounted for more than 25 per cent. of the emigrants, the Netherlands (12.3 per cent), Spain (12.1 per cent.), Austria (11 per cent., of whom one-third were Hungarian refugees) and the Federal Republic of Germany (7.8 per cent.).

Countries of Destination.

Of the countries of destination listed in the table, Australia received the largest number of emigrants transported by the Committee, viz. 28,007 persons (of whom 7,373 came from the Netherlands and 4,531 from the Federal Republic of Germany) as compared with 43,655 in 1957. Argentina and Israel received 12,634 and 12,537 respectively.

Canada, which had received 46,449 persons in 1957, took only 9,845 in 1958. The United States received 7,254 persons in 1958 as against 27,156 in the previous year ; 28.3 per cent. of these emigrants were from the Federal Republic of Germany. Brazil received 7,290 persons, of whom 47.9 per cent. were from Italy.

¹ I.C.E.M. : *Report of the Director on the Work of the Committee for 1958*, Tenth Session of the Council, Document MC/336 (roneoed). For 1957, see *Industry and Labour*, Vol. XIX, No. 10, 15 May 1958, p. 401.

MIGRATION TO AND FROM THE NETHERLANDS IN 1958

According to a recent communication from the Netherlands Bureau of Statistics made to the International Labour Office¹, there was a considerable decrease in emigration and a much larger increase in immigration in 1958 as compared with the preceding year.²

General Migratory Movement.

In 1958 there were 55,911 emigrants (as against 62,710 in 1957) and 68,007 immigrants (as against 50,395 in 1957). The net immigration figure for 1958 (12,096, as against a net emigration figure of 12,315 for 1957) is mainly due to large-scale repatriations from Indonesia (37,738 as against 16,969 in 1957). Of the total of 55,911 emigrants there were 47,464 persons of Dutch nationality, or 84.8 per cent of the total emigration (as against 87.8 per cent in 1957). Of these, 23,102 emigrated through the intermediary of the Netherlands emigration institutions (as against 30,421 during the preceding year). Of these emigrants 7,291 went to Canada, 3,742 to the United States, 7,439 to Australia, 1,956 to South Africa, 1,733 to New Zealand and 941 to other countries.

Analysis of the Total Number of Emigrants.

An analysis of the total number of emigrants shows again an increase in movements to European countries (16,814, as against 13,772 in 1957 and 12,869 in 1956). The movements towards Australia, New Zealand, Surinam, the Netherlands Antilles and the Union of South Africa, which had decreased in 1957, rose again in 1958. In fact, 7,854 persons emigrated to Australia in 1958 (7,447)³; 1,986 to New Zealand (1,272); 3,395 to Surinam and the Netherlands Antilles (3,373) and 2,583 to the Union of South Africa (1,871). The number of persons emigrating to Indonesia was about one-quarter of that for the preceding year, viz. 1,181 (4,487). The movements towards Canada and the United States decreased sharply: in 1958, 8,219 (12,632) persons emigrated to Canada and 5,607 (11,141) to the United States.

Countries of destination. Table I shows that European countries received 30 per cent. of the emigrants (21.9)³, Australia 14 per cent. (11.8), New Zealand 3.5 per cent. (2.0), Surinam and the Netherlands Antilles 6 per cent. (5.3) and the Union of South Africa 4.6 per cent. (2.9). The percentages have decreased to 14.7 per cent. (20.1) for emigration to Canada and to 10.0 per cent. (17.7) for emigration to the United States.

Nationality. In 1958 the great majority—94.6 per cent. (95.5)—of the persons emigrating to overseas countries were Netherlands nationals. On the other hand, 37.8 per cent. (39.4) of those emigrating to European countries were aliens.

Distribution according to sex. Table II shows that both sexes were fairly equally represented in all age groups, with, however, slightly more women than men in the immigrant groups. Of the immigrants, 31.6 per cent. (30.1) were between 30 and 49 years of age, 18.9 per cent. (26.4) were between 20 and 29 years of age and 31.2 per cent. (26.5) were under 15. Of the emigrants, 32.9 per cent. (30.4) were between 20 and 29 years of age, 29.4 per cent. (29.6) were between 30 and 49 years of age and 25.8 per cent. (28.4) were under 15.

Repatriations from Indonesia. Table III clearly shows the great influence of repatriations from Indonesia on the total movement for 1958.

¹ The data given are based on the entries in and removals from the population registers.

² See *Industry and Labour*, Vol. XX, No. 3, 1 Aug. 1958, pp. 118-121.

³ The figures (or percentages) for 1957 are given in parentheses.

DISTRIBUTION BY EMIGRATION COUNTRY, IMMIGRATION COUNTRY AND PROGRAMME OF MIGRATORY MOVEMENTS
UNDER THE AUSPICES OF THE I.C.E.M. IN 1958
(Compared with the 1957 total)

Migratory movements	1958					1957	
	Normal programme	Hungarian refugees	Refugees from the Middle East	Total	Percentage	Total	Percentage
<i>From Austria to—</i>							
Australia	2,566	607	None	3,173	30.7	12,039	24.4
Canada	3,484	909		4,393	42.5	15,783	32.0
United States	611	985		1,596	15.4	7,892	16.0
Europe	157	568		725	7.0	8,110	16.5
Other countries	175	275		450	4.4	5,476	11.1
<i>Total . . .</i>	<i>6,993</i>	<i>3,344</i>		<i>10,337</i>	<i>100.0</i>	<i>49,300</i>	<i>100.0</i>
<i>From Germany (Fed. Rep.) to—</i>							
Australia	4,519	12	None	4,531	61.3	4,501	22.1
Canada	497	40		537	7.3	1,098	5.4
United States	1,990	62		2,052	27.7	14,463	70.9
Europe	94	1		95	1.3	89	0.4
Other countries	168	9		177	2.4	237	1.2
<i>Total . . .</i>	<i>7,268</i>	<i>124</i>		<i>7,392</i>	<i>100.0</i>	<i>20,388</i>	<i>100.0</i>
<i>From Italy (including Trieste) to—</i>							
Argentina	7,584	1	19	7,604	31.5	13,197	30.4
Australia	3,636	20	168	3,824	15.8	6,865	15.8
Brazil	3,078	20	395	3,493	14.5	5,449	12.6
Canada	2,994	15	9	3,018	12.5	7,261	16.8
Fed. Rhodesia Nyasaland	991	—	3	994	4.1	1,335	3.1
United States	532	85	110	727	3.0	479	1.1
Venezuela	2,739	1	35	2,775	11.5	5,438	12.5
Europe	95	67	—	162	0.7	865	2.0
Other countries	1,514	2	38	1,554	6.4	2,466	5.7
<i>Total . . .</i>	<i>23,163</i>	<i>211</i>	<i>777</i>	<i>24,151</i>	<i>100.0</i>	<i>43,355</i>	<i>100.0</i>

TABLE I. REGION OR COUNTRY OF ORIGIN OR DESTINATION OF PERSONS
MIGRATING TO AND FROM THE NETHERLANDS IN 1958

Region or country	Immigrants			Emigrants			Net immigration		
	Netherlands nationals	Aliens	Total	Netherlands nationals	Aliens	Total	Netherlands nationals	Aliens	Total
<i>Europe :</i>	6,890	5,541	12,431	10,449	6,365	16,814	- 3,559	- 824	- 4,383
<i>America :</i>	7,808	1,350	9,158	17,712	1,169	18,881	- 9,904	181	- 9,723
Canada	1,734	144	1,878	8,054	167	8,221	- 6,320	- 23	- 6,343
United States	1,112	1,021	2,133	4,741	866	5,607	- 3,629	155	- 3,474
Surinam and Netherlands An- tilles	3,772	41	3,813	3,346	49	3,395	426	- 8	418
Other American countries . . .	1,190	144	1,334	1,571	87	1,658	- 381	57	- 324
<i>Asia :</i>	37,471	2,270	39,741	2,726	584	3,310	34,745	1,686	36,431
Indonesia	35,747	1,991	37,738	803	378	1,181	34,944	1,613	36,557
Other Asian countries	1,724	279	2,003	1,923	206	2,129	- 199	73	- 126
<i>Africa :</i>	2,110	177	2,287	4,712	189	4,901	- 2,602	- 12	- 2,614
Union of South Africa	888	69	957	2,480	103	2,583	- 1,592	- 34	- 1,626
Other African countries . . .	1,222	108	1,330	2,232	86	2,318	- 1,010	22	- 988
<i>Australasia :</i>	4,253	137	4,390	11,865	140	12,005	- 7,612	- 3	- 7,615
Australia	1,929	103	2,032	7,740	114	7,854	- 5,811	- 11	- 5,822
New Zealand	328	21	349	1,963	23	1,986	- 1,635	- 2	- 1,637
Netherlands New Guinea . . .	1,996	13	2,009	2,162	3	2,165	- 166	10	- 156
<i>Total . . .</i>	58,532	9,475	68,007	47,464	8,447	55,911	11,068	1,028	12,096

TABLE II. SEX AND AGE OF PERSONS MIGRATING TO AND FROM THE NETHERLANDS IN 1958

Age	Immigrants			Emigrants			Net immigration		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 15	10,771	10,452	21,223	7,464	6,968	14,432	3,307	3,484	6,791
15-19	1,824	2,015	3,839	2,015	1,647	3,662	-191	368	177
20-29	6,471	6,431	12,902	10,021	8,402	18,423	-3,550	-1,971	-5,521
30-49	10,930	10,626	21,556	9,192	7,257	16,449	1,738	3,369	5,107
50-64	2,967	3,017	5,984	1,242	1,140	2,382	1,725	1,877	3,602
65 and over	981	1,622	2,503	240	323	563	641	1,299	1,940
Total . . .	33,844	34,163	68,007	30,174	25,737	55,911	3,670	8,426	12,096

TABLE III. NET EMIGRATION FOR 1958 ACCORDING TO CONTINENT OF LAST RESIDENCE OR OF DESTINATION, WITH OCCUPATION AND NATIONALITY

Occupational group	Europe			America			Africa			Asia			Australasia			Grand Total		
	N ¹	A ¹	Total	N	A	Total	N	A	Total	N	A	Total	N	A	Total	N	A	Total
Farmers and farm labourers . . .	-216	-6	-222	-386	2	-384	-20	-1	-21	13	1	14	-149	-1	-150	-758	-5	-763
Employers and self-employed persons (excluding farmers), salaried employees and professional workers . . .	-1,111	172	-939	-2,323	63	-2,260	-628	-9	-657	4,684	91	4,775	-1,171	20	-1,151	-549	337	-212
Building workers	-78	-13	-91	-251	-6	-257	-66	—	-66	7	—	7	-284	-5	-289	-672	-24	-696
Miners	-41	-882	-923	-32	-5	-37	-4	-1	-5	-1	—	-1	-30	-2	-32	-108	-890	-998
Other workers	-846	-498	-1,344	-1,481	-47	-1,528	-392	-4	-396	750	134	884	-1,457	-38	-1,495	-3,426	-453	-3,879
No occupation .	-1,267	403	-864	-5,431	174	-5,257	-1,492	3	-1,489	29,292	1,460	30,752	-4,521	23	-4,498	16,581	2,063	18,644
Total . . .	-3,559	-824	-4,383	-9,904	181	-9,723	-2,602	-12	-2,614	34,745	1,686	36,431	-7,612	-3	-7,615	11,068	1,028	12,096

¹ N = Netherlands nationals ; A = Aliens.

CONDITIONS OF WORK

REDUCTIONS IN HOURS OF WORK IN THE UNITED KINGDOM IN 1958

Reductions in normal weekly hours of work in the United Kingdom in 1958 are recorded, as in previous years, in the Ministry of Labour's annual report on wages, disputes and retail prices.¹

TABLE I. INDEX OF NORMAL WEEKLY HOURS OF WORK
(*Month of December*)

Sector	Year		
	1956	1957	1958
All industries and services :			
All workers	100	99.7	99.6
Men	100	99.7	99.7
Women	100	99.7	99.6
Manufacturing industries :			
All workers	100	99.8	99.7
Men	100	99.8	99.7
Women	100	99.9	99.9

TABLE II. PRINCIPAL INDUSTRIES OR SERVICES IN
WHICH REDUCTIONS OCCURRED
(*Weekly Hours*)

Industry	Reduction	
	From	To
Forestry Commission (forestry workers)	47	46
Iron and steel manufacture (certain bricklayers and maintenance craftsmen operating in shift work)	48	42
Flour milling (shift workers)	42	40
Health services (domestic and ancillary workers)	46	44
Soap, candle and edible fat manufacture (certain firms)	45	44
Civil Service, except Post Office (messengers and paperkeeping grades—conditioned hours)	48	46
Coke and by-products manufacture	44	42
Rubber manufacture	45	44
Veneer and plywood manufacture	45	44
Cinema theatres (projectionists)	46	44
Cinema theatres (other male workers)	48	46

¹ *Ministry of Labour Gazette* (London, H.M. Stationery Office), Vol. LXVII, No. 1, Jan. 1959, p. 4.

Index of Normal Weekly Hours.

The Ministry's index of normal weekly hours measures the average fluctuation from month to month of the level of normal weekly hours in the industries and services covered by the Ministry's index of weekly wage rates. The hours of work at the end of the three years since the hours index was established¹ show that the decrease in the level of normal weekly hours which occurred in 1958 was smaller than that which occurred in 1957. Table I gives the index numbers (on the basis of 31 January 1956=100) at the end of 1956, 1957 and 1958.

The report states that during 1958 the normal working hours of about 339,000 workers were reduced by an average of nearly two hours a week (in 1957, the average reduction in the case of 434,000 workers was 2½ hours a week). Table II shows the principal industries or services in which reductions occurred in various months during 1958.

SOCIAL SECURITY

RATIFICATION OF INTERNATIONAL SOCIAL SECURITY CONVENTIONS BY FRANCE

On 3 January 1959² France ratified a number of bilateral social security Conventions entered into with Greece, Portugal and Spain,³ together with the European Convention concerning the Social Security of Workers Engaged in International Transport.⁴

France thus becomes the third country, after Poland and the Netherlands, to ratify the last-named Convention, which was signed in Geneva on 9 July 1956 and came into force on 1 October 1958. It will be applicable in France as from 1 June 1959.

Purpose.

The Conventions with Greece, Portugal and Spain, which are patterned after earlier bilateral Conventions ratified by France, apply to all employees and assimilated persons who are residents of the contracting countries and cover all branches of social security with the exception of unemployment (in France, Spain and Portugal) and family allowances (in Greece). They affirm the principle of equal treatment for the nationals of both contracting parties and contain provisions dealing with the determination of applicable legislation, maintenance of rights, and conditions for entitlement to benefit. Other provisions, of a general nature, relate, among other things, to reciprocal administrative assistance aimed at facilitating the implementation of the Conventions.

¹ *Ministry of Labour Gazette* (London, H.M. Stationery Office), Vol. LXV, No. 9, Sep. 1957, p. 330.

² *Journal officiel de la République française*, 91st Year, No. 1, 5-6 Jan. 1959, pp. 309-311.

³ See *Industry and Labour*, Vol. XX, No. 11, 1 Dec. 1958, p. 425.

⁴ *Ibid.*, Vol. XVI, No. 9, 1 Nov. 1956, p. 384. The text of the Convention will be found in the *I.L.O. Official Bulletin*, Vol. XXXIX, No. 6, 1956, p. 409.

Entry into Force.

The date of entry into force, as specified in each Convention, is to be the first day of the month immediately following the exchange of instruments of ratification.

Subsidiary Agreements.

Various subsidiary agreements deal with special categories of workers and lay down conditions for the grant of particular benefits. With Spain, for instance, a supplementary agreement defines the social security scheme applicable to frontier workers, while another agreement already in force concerns the payment of family allowances to Spanish workers employed in France. The supplementary agreement referred to in Article 5 of the Convention with Greece deals with sickness and maternity benefits in kind for dependants normally residing in one of the countries while the worker is employed in the other. It provides that the benefits may be granted for a period of three years and that the social security fund of which the worker is a member shall repay to the fund in the country of residence three-fourths of the costs of the benefits granted to the workers' dependants. Moreover, under an agreement with Portugal concerning family benefits for migrant workers, Portuguese workers employed in France are entitled to family benefits under French law for their dependants who have remained in Portugal.

A number of protocols concern allowances for aged employees. All needy aged employees of Greek, Spanish or Portuguese nationality are eligible for such an allowance on the same terms as French nationals, provided that on the date of application they have completed at least 15 years' uninterrupted residence in France. This allowance is paid as long as they continue to reside in the country. The protocol with Spain came into force on 1 January 1959. Similar protocols concluded with Spain and Portugal extend the benefit of old-age allowances for self-employed agricultural workers under the Act of 10 July 1952, as amended, to Spanish and Portuguese nationals; reciprocally, Spanish legislation concerning social insurance for self-employed agricultural workers apply from now on to French nationals residing in Spain. Finally, a special protocol concluded with Spain provides that Spanish workers shall enjoy equal treatment with French workers as regards the grant of supplementary allowances under the Act of 30 June 1956 establishing a National Solidarity Fund.¹

MODIFICATIONS OF THE GENERAL SOCIAL INSURANCE SCHEMES IN AUSTRIA

A Federal Act (No. 293)² to amend the General Social Insurance Act of 9 September 1955³ was passed in Austria on 17 December 1958; this is the fourth⁴ amending Act to the general Act.

Financing of the Sickness Insurance Scheme.

Several amendments, which are summarised below and became effective on 1 April 1959, have been made to improve the financial situation of the general sickness insurance scheme, where there was a considerable deficit as a result of a progressive rise in expenditure by way of benefits which could not be covered by contributions to the sickness insurance funds.

¹ *Industry and Labour*, Vol. XVI, No. 10, 15 Nov. 1956, p. 439.

² *Bundesgesetzblatt für die Republik Österreich*, No. 78, 30 Dec. 1958, p. 2178, Text 293.

³ *I.L.O. Legislative Series*, 1955—Aus. 3.

⁴ The three preceding Acts were cited in *Industry and Labour*, Vol. XX, No. 6, 15 Sep. 1958, p. 238.

Contribution rates. The contribution rates payable from pension insurance institutions to finance pensioners' sickness insurance benefits were previously 6.5 per cent. of the expenditure for agricultural workers' pensions and 7.5 per cent. of the expenditure for other workers' pensions.¹ As these rates did not cover completely the expenditure by way of pensioners' sickness insurance benefits, Act No. 293 authorises the Federal Minister of Social Administration to increase the rates where necessary, up to 8.2 per cent. for both categories ("agricultural" workers and "other workers"). The maximum estimated additional income resulting from the increased contribution rates would be about 37 million schillings a year.

Reduction of pensions. The amount by which each pension other than an orphan's pension is reduced in order to cover part of the contributions payable by the pension insurance institutions varies between 1 and 2.5 per cent. of the pension. In the past it had to be at least 4.40 schillings a month; this minimum has been increased to 6 schillings a month by the new Act.

Medical and Dental Care.

A sickness or dental treatment form must be shown for all medical and dental care (including surgery and conservative treatment). Since 1 January 1959 the patient has to pay 5 schillings to obtain a form. A stamp of this value is affixed to the form. Each sickness form is valid for one calendar quarter and each dental form for the period of treatment. The form is given free of charge to the following persons if they require medical care: (a) dependent children of an insured person; (b) persons receiving orphans' pensions payable under the pension insurance scheme or war orphans' pensions; (c) persons receiving unemployment assistance allowances² or additional equalisation payments to pensions payable under the pension insurance schemes; and (d) persons suffering from a notifiable infectious disease.

The sickness fund is also authorised to dispense with payment of fees in the case of particularly needy persons. In the case of dental care the rules of each sickness fund may stipulate that up to 20 per cent. of the actual cost of the treatment shall be borne by the patient; in such cases the dental care form is given free of charge. The estimated additional income from stamps on forms, etc. will be about 60 million schillings a year.

Refunds.

Formerly the accident insurance institutions had to refund to the sickness funds (except the agricultural sickness funds and the Austrian Railways Insurance Institution) about 28 million schillings a year for the partial coverage of benefits in kind and in cash to be furnished by the funds in cases where the morbid condition or the incapacity to work resulted from an employment injury.

The Act of 17 December 1958 stipulates that as from 1 January 1959 a lump sum of 55 million schillings is to be paid each year for this purpose. The existing methods of refund have not been modified in the case of the agricultural sickness funds. So far as the Austrian Railways Insurance Institution is concerned, the amount to be refunded may be increased by 1.5 million schillings, if necessary, to cover any deficit in the sickness insurance branch of that Institute.

Increase in Prescribed Amounts Giving Entitlement to Supplementary Equalisation Payments.

Under article 292 of the General Social Insurance Act a pensioner is entitled to a supplementary equalisation payment if his total income under

¹ Under an ordinance of the Federal Minister of Labour Administration dated 10 December 1956 (*Bundesgesetzblatt*, No. 2, 10 Jan. 1957, p. 17, Text 4).

² Payable to needy unemployed Austrian nationals who have exhausted their right to unemployment insurance allowances.

the various pension insurance schemes does not reach prescribed amounts. The accompanying table shows how these amounts have been increased.

Up to 31 March 1959, 25 per cent. of the additional equalisation payments were covered out of government moneys; from 1 April 1959 to 31 December 1960, 53 per cent. are thus covered. The estimated additional burden on government funds will be 120 million schillings in 1959 and 160 million schillings in 1960.

INCREASE IN PRESCRIBED AMOUNTS FOR ENTITLEMENT TO SUPPLEMENTARY
EQUALISATION PAYMENTS
(In schillings per month)

Category of pensioner	Prescribed amount		Increase
	Before 1 Apr. 1959	After 1 Apr. 1959	
Pensioners under their own personal pension insurance:			
(a) without dependants . . .	550	600	50
(b) with spouse	750	825	75
(c) with spouse and one child	800	900	100
(d) with spouse and two children	850 ¹	975 ²	125
Widows and widowers	550	600	50
Orphans bereaved of one parent .	200	225	25
Full orphans	300	337.50	37.50

¹ Plus 50 schillings for each additional child.

² Plus 75 schillings for each additional child.

A SYSTEM OF TEMPORARY BENEFITS PAYABLE ON DISMISSAL
FROM EMPLOYMENT IN BULGARIA

Ukase No. 466 of 6 November 1957 ¹, made pursuant to article 161 of the Bulgarian Labour Code ², provides for temporary benefits payable on dismissal from employment; the new measures take effect under an ordinance dated 7 April 1958.

Persons Protected.

The benefits are paid to all wage and salary earners who are dismissed through no fault of their own and cannot find employment. Persons working in private undertakings are entitled to benefit if they possess an insurance book and have been working for an employer who has been given permission (under the legislation respecting independent occupations or trades) to employ workers. Pensioners who are in employment and persons entitled to a pension are not entitled to benefit on dismissal.

Conditions for Payment of Benefit.

A person claiming benefit must fulfil the following conditions on the date of his dismissal: (a) he must have been employed for at least two

¹ *Izvestia na Prezidiuma na Narodnoto S'branie*, Eighth Year, No. 92, 15 Nov. 1957, p. 1.

² *I.L.O. Legislative Series*, 1951—Bul. 2 . . . 1957—Bul. 2.

years in the course of the last three ; and (b) he must be registered with the office of the People's Council for his place of residence which deals with the new benefits.

There is a waiting period of seven days which begins from the day the employee notifies the local People's Council of his dismissal.

No benefit is paid—

(a) if the contract of employment is terminated at the request of the wage or salary earner himself ;

(b) if the dismissal is caused by the wage or salary earner's refusal to be transferred to another undertaking, institution or organisation ;

(c) in the case of dismissal without notice by an individual employer, for serious misconduct ;

(d) in the case of dismissal without notice by an undertaking, institution or organisation ;

(e) if the contract of employment is terminated because of the worker's enrolment at an educational establishment ;

(f) if the claimant refuses to accept suitable alternative employment.

No benefit is paid if the income of the unemployed person's family as a whole is equal to or more than the maximum rate of benefit. The family includes the husband, wife, children (including adopted children, step-children and acknowledged children), parents and brothers and sisters maintained by the unemployed person and living with him.

Rate of Benefit.

The amount of benefit varies from 8 to 18 levs a day. The rate of benefit is fixed according to the number of members in the unemployed person's family and their total income.

Administration.

The new benefits are administered by the general national insurance scheme. The local People's Councils, through their social insurance, pensions and social welfare services, are responsible for manpower administration at the local level, registering dismissed wage or salary earners, paying benefits and assisting citizens seeking work. The over-all working of the scheme is the responsibility of the Ministry of Public Health and Social Welfare, the Central Council of Trade Unions and the Ministry of Finance and State Control ; these three bodies issue joint instructions.

AN INSURANCE SCHEME FOR CIVIL SERVANTS IN THE DOMINICAN REPUBLIC

Act No. 5035, instituting a compulsory survivors', unemployment and invalidity insurance scheme for civil servants and public employees, was promulgated on 21 November 1958 in the Dominican Republic.¹

The Act applies to employees with a monthly salary not exceeding 400 pesos. Employees drawing higher salaries may also become voluntary members of the scheme, but only up to a maximum salary of 4,800 pesos in respect of survivors' and invalidity benefit.

Financing.

The scheme will be financed by monthly contributions from civil servants and public employees, equivalent to 2 per cent. of their salaries. These

¹ *Gaceta Oficial*, 29 Nov. 1958, p. 9.

monthly contributions will insure them for a period of 30 days, automatically renewable for a similar period. In the case of survivors' and invalidity insurance, voluntary members of the scheme with monthly salaries in excess of 400 pesos will pay a maximum monthly contribution of 8 pesos.

Administration.

The scheme will be administered by the Secretary of State for Health and Social Welfare.

Benefits.

The following benefits are payable :

(a) in the event of invalidity, a member will be entitled to 30 per cent. of his current salary for a year, payable monthly ;

(b) in the event of death, his dependants will be entitled to a lump sum equal to one year's salary (at the time of death) ;

(c) in the event of unemployment, he will be entitled to a lump sum equal to 50 per cent. of the total contributions paid in by him at the time he becomes unemployed.

Conditions for Obtaining Benefits.

Survivors' and invalidity benefit will be payable at any time, but unemployment benefit can only be drawn after the member has been in the public service for six months, and after the Act has been in force for six months (unless he loses his post through misconduct).

A member who has drawn the full unemployment benefit forfeits entitlement to a survivors' or invalidity benefit ; similarly, if he draws his invalidity benefit he forfeits entitlement to a survivor's or unemployment benefit.

MODIFICATIONS IN THE FRENCH SOCIAL SECURITY SYSTEM

The Finance (Amendment) Act, 1959, promulgated by Ordinance No. 59-246 of 4 February 1959¹, makes a number of changes with effect from 1 January 1959 in the social security measures introduced in France by the Finance Act, 1958.

Family Allowances.

The Act restores the ceiling on wages for purposes of calculating family allowance contributions by fixing an assessable wage of 660,000 francs a year as in the case of social insurance and employment injury contributions ; the rate of contribution is increased from 12 to 14¼ per cent.

Social Security Benefits.

Relaxation of regulations. The Act relaxes the previous regulations under which refunds of the cost of medicines, analyses, laboratory tests and pharmaceutical products were payable only in respect of that part of the proportion guaranteed by the funds which exceeded 3,000 francs per insured person per calendar half-year. Exceptions may now be made on behalf of those insured persons or their dependants specified by decree. A Decree (No. 59-287)² was issued on 5 February 1959 listing the classes of insured persons and their dependants entitled to benefit by this concession : (a) the recipients of a disablement pension or an old-age pension or annuity drawing

¹ *Journal officiel de la République française*, 91st Year, No. 33, 8 Feb. 1959, pp. 1747-1751. See *Industry and Labour*, Vol. XXI, No. 5, 1 Mar. 1959, p. 183.

² *Journal officiel*, 91st Year, No. 37, 13 Feb. 1959, p. 1976.

the supplementary allowance from the National Solidarity Fund together with their dependants ; (b) recipients of an employment injury pension drawing sickness benefit, together with their dependants ; unemployed workers on relief together with their dependants ; (c) insured persons whose last monthly earnings do not exceed 5.55 per cent. of the annual assessable wage for social insurance purposes (i.e. 36,666 francs) together with their dependants ; (d) insured persons and their dependants receiving hospital treatment in a public or private institution ; (e) students and their dependants ; (f) men who are performing their military service, or who have been kept with or recalled to the Colours, throughout the whole of their period of service and the six months following demobilisation, together with their dependants ; and (g) children under the age of ten being supported by an insured person.

Spa treatment. In addition, the Ordinance allows the cost of spa treatment, whether itemised or flat rate, to be borne by the medical and social assistance funds, subject to such conditions and restrictions as may be prescribed by joint ministerial order.

Duration of Illness ; Amendment of Rules.

An Order was also issued on 12 February 1959 amending the model rules for the payment of benefit by the primary social security funds. Henceforth a doctor may not order medicines for a course of treatment lasting more than 15 days ; he may authorise only one extension (also not exceeding 15 days), apart from exceptional cases where he considers a further extension to be necessary. It has, however, been made clear in a circular that this regulation does not apply to persons suffering from chronic or protracted diseases.

A NATIONAL HEALTH INSURANCE PLAN IN ISRAEL

A commission set up to plan a national health insurance scheme for Israel submitted its reports to the Government at the end of 1958.¹

Background.

The commission was set up by the Minister of Labour in June 1957 to plan a health insurance scheme designed to supplement and fill out the social security protection (old-age, survivors', industrial injury and maternity insurance) afforded by the National Insurance Act of 18 November 1953.² The members of the commission included representatives of various ministries and several persons with experience in voluntary health insurance. Research was conducted on such problems as population, economic and social structure, existing health services, and the financing and scope of a possible scheme. Persons representing various sectors concerned gave evidence before the commission.

The Commission's Report.

Health insurance to be compulsory. The report proposes the introduction of compulsory health insurance by enlarging the scope of the present National Insurance Act and the expansion of existing health insurance schemes designed to cover the entire population. Health services such as

¹ Communication from the I.L.O. Correspondent in Israel. See also State of Israel, National Health Insurance Planning Commission : *The Plan for National Health Insurance—Short Summary of the Report* (Jerusalem, Jan. 1959, mimeographed).

² *I.L.O. Legislative Series*, 1953—Isr. 3. See also *Industry and Labour*, Vol. XVIII, No. 7, 1 Oct. 1957, p. 284 ; Vol. XV, No. 5, 1 Mar. 1956, p. 217.

preventive medicine would be provided as a public service rather than as an insurance benefit. Other services would come under the health insurance scheme, which would be brought into effect in two stages.

First stage. The first stage would provide, through compulsory health insurance—

(a) hospitalisation for the entire population ;

(b) insurance benefits to include—

free of charge :

(i) general hospitalisation ;

(ii) treatment by general practitioners and specialists in dispensaries or at home ;

(iii) X-ray and laboratory services ;

(iv) personal services or preventive medicine ;

participation in the cost of—

(v) dental treatment ;

(vi) convalescence ;

(vii) transporting the sick ;

(viii) orthopaedic appliances ; and

(ix) pharmaceutical preparations.

The above services would be provided to the farming population, wage earners, self-employed persons and social assistance cases. These groups constitute some 80 per cent. of the population. The Ministry of Social Welfare, however, would pay 75 per cent. of the insurance costs of social assistance cases.

Second stage. At the second stage, the scheme would cover the remainder of the population for all benefits as well as hospitalisation. Participation of private physicians and private pharmacies would be worked out during the preparatory stages of bringing the scheme into effect ; payment of cash sickness benefits also requires further study.

Hospitalisation. With respect to hospitalisation, now provided by various public and non-governmental bodies, it is recommended that existing organisations continue to maintain their hospitals and to develop new facilities within the framework of the general scheme. It is expected that the cost of hospital maintenance would be shared as follows : 40 per cent. would be defrayed by the insurance scheme and 60 per cent. by the municipalities and the central government.

Financing. With respect to financing, the commission believes that the existing rates of contribution to voluntary health insurance schemes should not be raised. It recommends a schedule of fees as a percentage of wages (or of incomes, in the case of self-employed) designed to approximate the average contribution rates under existing schemes. Employers and insured persons would pay 3 per cent. of wages, except that wage earners with monthly salaries below £80 and working youths would pay 2 per cent. ; the Treasury would contribute 10 per cent. of the joint employer-employee contribution. Self-employed persons would pay 5 per cent. if their monthly income is less than £80 and 6 per cent. if it is above that amount. Persons insured only for purposes of hospitalisation would pay 1.3 per cent. of their wages. Contributions would be levied on all wages and salaries up to a maximum of £300 a month.

Role of existing institutions. Existing voluntary sickness funds would be utilised to the greatest extent possible. However, such funds would be approved as organisations through which benefits would be paid and services provided only if—(a) they have a membership of at least 10,000 insured

persons; (b) they maintain branches in various parts of the country, as would be prescribed by law; (c) their benefits and contributions are in accordance with legal requirements; (d) they remain non-profit organisations; and (e) they are subject to audit and general supervision by the State.

Supervision. The scheme would be subject to the control of the Minister of Labour and a health insurance council which he would establish. The Minister of Health would supervise the medical work of the sickness funds and finance would be subject to control by the State Controller.

SOCIAL SECURITY IN SPAIN

EXTENSION OF THE SOCIAL SECURITY SCHEME TO STATE EMPLOYEES

An Act dated 26 December 1958¹ came into force in Spain on 1 January 1959, extending the coverage of social security, occupational mutual benefit and family allowance schemes to wage earners and salaried employees of the State, public and quasi-public bodies who are not public officials and are therefore excluded from the special social security scheme for such officials.

Scope.

Under the new Act workers of all categories, other than public officials, who are employed by the State or local authorities or by quasi-public bodies will be entitled to benefit under the national compulsory social security scheme in the same way as employees of private firms.

Benefits.

The benefits comprise family allowances, old-age, invalidity and sickness pensions, occupational mutual benefit payments, family allowances and employment injury compensation. The persons covered by the new Act are entitled to social security benefits and occupational mutual benefit payments as from 1 January 1959; the statutory qualifying period does not apply except in the case of old-age insurance, for which five years' service with a public body will be necessary.

Financing.

The employers' contributions will be paid by the State, local authorities, public and quasi-public bodies.

SOCIAL SECURITY FOR WORKERS IN AGRICULTURE AND STOCK RAISING

On 18 December 1958 the Ministry of Labour of Spain issued an order² making the initial arrangements for and defining the responsibilities of the new National Agricultural Social Security Institute set up by a decree of 5 September 1958.

The Institute's Tasks.

The ministerial order makes the Institute responsible, *inter alia*, for—

(a) preparing draft regulations and other measures designed to make existing social security arrangements in agriculture more effective;

¹ *Boletín Oficial del Estado*, 23rd Year, No. 311, 29 Dec. 1958, p. 11938.

² *Ibid.*, 24th Year, No. 6, 7 Jan. 1959, p. 302.

(b) examining, preparing, proposing and implementing measures to extend to workers in agriculture and stock raising the benefits which are or may subsequently be made available to workers in other industries ;

(c) co-operating with the General Directorate of Employment in compiling statistics, making calculations and studying the technical problems involved in carrying out (a) and (b) ;

(d) maintaining the necessary liaison with the National Welfare Institute and the branches of the Ministry of Labour concerned with social security in agriculture in order to achieve the necessary co-ordination ;

(e) assisting in representing the Ministry of Labour on bodies concerned with the problems of social security in agriculture.

In addition to these duties the new Institute will be mainly responsible for framing a plan to give the rural population full social security coverage. As a first step to this end, it will set up a national agricultural mutual benefit fund in the near future.

CO-OPERATION

MODERNISED RURAL COMMUNITIES : AN EXPERIMENT IN FRENCH WEST AFRICA

Some interesting experiments in setting up modernised rural communities have been carried out in French West Africa by a company producing tropical vegetable oils.¹

Planned Agricultural Units.

The company (*Compagnie générale des oléagineux tropicaux*) has adopted since 1952 a policy of setting up planned agricultural units composed of a modern processing plant surrounded by a community of landworkers and their families. The experiment opens new perspectives in planning agricultural communities in similar parts of the world.

The company, whose activities cover various branches of agricultural production, was set up for the purpose of improving the output of vegetable oils in Africa. It had initially encountered many difficulties when it attempted to cultivate groundnuts on a large scale by wholly modern methods. It was therefore decided to organise the cultivation of vegetable oil crops on the basis of the native village economy. The new methods adopted include the ploughing back of green crops to enrich the soil and the growing of rice crops in unflooded fields in rotation with groundnuts.

Structure of the Communities.

The agricultural communities are composed of an administrative centre to which is attached the tractor station and depot for agricultural machinery; nearby there is a native village of 700 to 800 inhabitants, where each head of a family (there would be about 250 families) receives a grant of about 15 acres.

The tractors carry out all the collective work that cannot be done by hand : surface ploughing, ploughing-back of manure crops and spreading of chemical fertilisers. The native farmer and his family grow seven-and-

¹ *L'agriculture tropicale* (Paris), Vol. XII, No. 5, Sep.-Oct. 1958, p. 634.

a-half acres of groundnuts and three-and-a-half acres of cereals or grass crops ; sowing in July, hoeing from June to October ; and harvesting and spreading in October and November.

Each family associated in the scheme is completely independent as regards the farming of its plot of land. Families must comply only with the following conditions : they must arrange their crops in such a way that the tractors can plough whole strips of land belonging to several families at the same time when it is necessary to do so. That is why they must follow strictly the crop rotation ; ploughing back of manure crops ; groundnuts ; cereals (rice) and groundnuts again. The company looks after the general management of the group ; tractor maintenance, marketing and the provision of various community facilities for the villagers. So far results have been encouraging.

A Typical Community.

A typical example of a modernised rural community is a village of Casamance in the south of Senegal, where annual rainfall is about 1,200 to 1,400 mm. a year, falling from June to October. In this village in 1953 there were 50 native families associated with the scheme, cultivating a total of 500 acres ; in 1956 there were 350 associated families cultivating 5,000 acres. Each plot consists of 15 acres, divided into two plots of cereals each covering four acres, and two four-acre plots of manure crops. The yield was approximately 6.4 cwt. of groundnuts per acre, but one-third of the associated families had an output of more than 7.2 cwt. per acre, i.e., an output of 54 cwt. a year for each family. About 30 of the families thereby earned more than 100,000 francs (French West African) a year. The average income per family from groundnut cultivation was 73,000 francs.

Apart from this welcome addition to the family income, each family was able to enjoy the goods and services provided by the community, which are being extended every year : free medical attention, savings societies, provision of groceries, etc., improved nutrition and the development of seasonal farm work.

Other Experiments.

Other experiments on the same lines are being carried out in Madagascar and in the Niari Valley in French Equatorial Africa. Experience shows that present techniques can be improved, but this type of modernised rural community may well be called a revolutionary one which will have repercussions throughout Africa.

WORKERS' EDUCATION

SECOND SESSION OF THE AFRICAN WORKERS' UNIVERSITY

The second session¹ of the African Workers' University, organised by the International Federation of Christian Trade Unions (I.F.C.T.U.) with the co-operation of the International Labour Office, was held at Brazzaville (Republic of the Congo) from 29 December 1958 to 10 January 1959.

¹ I.F.C.T.U. : *Labor* (Brussels), Vol. III, No. 6, Feb. 1959, p. 98 (English edition and, idem : *Manuel de Formation syndicale* (Brussels). For an account of the first session see *Industry and Labour*, Vol. XVI, No. 3, 1 Aug. 1956, p. 139.

The European Economic Community, the Inter-African Labour Institute, the "Lovanium" University of Léopoldville and the World Health Organisation also co-operated in the organisation of the session.

At the opening sitting, which was attended by the civil and religious authorities, Father F. Youlou, Prime Minister of the Republic of the Congo, stated that agricultural modernisation, with emphasis on stock-raising, and industrial development attuned to local needs and possibilities were probably the only two ways of raising the living standards of African peoples and of closing the gap in purchasing power which still separated them from modern nations. This process of modernisation would depend largely on the moral guidance and leadership of African trade union organisations.

Attendance.

Under the chairmanship of Mr. G. Pongault (Brazzaville), assisted by Mr. V. Bélélé (Léopoldville), some 60 trade union leaders followed the lectures and took part in the practical exercises of the session. The following countries and territories were represented: the Republics of the Cameroons, Central Africa, the Congo, Gaboon, Chad, Senegal, Dahomey and Upper Volta, the Belgian Congo and Nigeria. The teaching staff was composed of trade union leaders, government experts, university professors and international officials.

Programme and Activities.

The programme of the session consisted of a series of courses on labour legislation (contracts of employment; wages; individual and collective labour disputes; social security and mutual assistance; workers' representation); elementary economics (flow of goods and services; money; the African economy; capitalist economic theory; Marxism and Communism; Christian social ethics; personalism and the community; trade union action in the economic field); lectures on trade union methods and education for trade unionists; the study of international organisations, with particular reference to the United Nations and its specialised agencies (in particular the International Labour Organisation and the World Health Organisation).

The various lectures were preceded or followed by practical exercises. These included the drawing up of a collective agreement; the pleading of a case before a labour court; exercises in budgeting and the fixing of minimum wages and wage scales; research on national income, investment, and agricultural and industrial economics; cost accounting; preparation of in-plant training programmes, pamphlets and posters, etc. Visits to industrial undertakings, city planning projects and mutual benefit societies were held at both Léopoldville and Brazzaville.

Opportunities for cultural development were provided for the participants during their leisure hours.

EMPLOYERS' AND WORKERS' ORGANISATIONS

FOURTH CONGRESS OF THE INTERNATIONAL GRAPHICAL FEDERATION

The Fourth Congress of the International Graphical Federation was held in Munich from 15 to 20 September 1958. Mr. F. Segessenmann (Switzerland) presided.¹

¹ *Journal of the International Graphical Federation* (Berne), Vol. 9, No. 2, 1958. For an account of the previous congress see *Industry and Labour*, Vol. XV, No. 8, 15 Apr. 1956, p. 350.

Attendance.

The Congress was attended by 116 delegates, 16 observers and four guests. These delegates represented 42 unions out of the total membership of 43 unions with 630,000 members. The International Confederation of Free Trade Unions was represented at the Congress.

Reports and Resolutions Adopted.

The report of activities and the financial report of the Federation for the period 1 July 1955 to 30 June 1958 were adopted, and the reports of the sectional conferences of typographers, bookbinders, and lithographers and photo-engravers which took place during the Congress were also adopted after the respective problems of each group had been discussed. A brief summary of some of the resolutions adopted is given below.

Technical developments. The Congress urged the Executive Committee of the Federation and its member organisations to continue their studies of technical developments in the graphical industries and to take appropriate action to protect the interests of graphical workers.

European Economic Community. The Congress welcomed the establishment of a European Economic Community and expressed the hope that the co-operation which it was expected to establish would promote the interests of the graphical industries as a whole throughout Europe by increasing productivity and improving the living conditions of workers.

An I.L.O. Industrial Committee for the graphical industries. The Congress instructed the Executive Committee of the Federation to continue negotiations for the establishment of an I.L.O. Industrial Committee for the graphical industries.

Election of Officers.

Mr. E. Leuenberger (Switzerland) was elected President and Mr. C. Wörler was re-elected General Secretary.

FIRST ASIAN TEXTILE WORKERS' CONFERENCE

The First Asian Textile Workers' Conference was held in Tokyo from 10 to 12 November 1958. Mr. M. Takita (Japan) presided.¹

Attendance.

The Conference was attended by 15 delegates and 18 advisers representing 797,546 textile workers from Hong Kong, India, Indonesia, Japan, Pakistan and the Philippines. Observers from the International Confederation of Free Trade Unions (I.C.F.T.U.), the International Federation of Textile Workers' Associations, the International Labour Office, the International Metal Workers' Federation, and the International Transportworkers' Federation also attended.

Resolutions Adopted.

Recession. The Conference requested the I.C.F.T.U. to urge the United Nations Economic Commission for Asia and the Far East (E.C.A.F.E.) to undertake a study of the economic problems of the Asian textile industry

¹ Communication from the Asian Regional Organisation of the International Confederation of Free Trade Unions. See also *I.C.F.T.U.-A.R.O. Bulletin*, Vol. VI, No. 12, Dec. 1958.

and to suggest ways and means to strike a balance between world demand for textiles and world productive capacity.

Rationalisation and technological innovation. The Conference declared that in the present condition of growing unemployment the workers would resist work intensification and rationalisation, and that technological improvements in the textile industry should be introduced in planned phases in consultation with and with the consent of workers' organisations.

Housing and welfare measures. The Conference called upon employers and governments to provide adequate housing facilities for Asian textile workers in order to increase their efficiency and productivity.

Regional activities of textile workers. It was decided that a Preparatory Committee composed of one representative from each national central organisation be formed, with Mr. Takita as Chairman and Mr. G. Mapara, Asian Regional Secretary of the I.C.F.T.U., as Secretary, to take the necessary steps to set up a permanent regional organisation of Asian textile workers.

SECOND INTER-AMERICAN CONGRESS OF POSTAL, TELEGRAPH AND TELEPHONE WORKERS

The Second Inter-American Congress of Postal, Telegraph and Telephone Workers (P.T.T.I.) was held at Lima from 5 to 10 October 1958.¹

Attendance.

The Congress was attended by 131 delegates representing postal, telegraph and telephone workers in the following countries: Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, Guatemala, Honduras, Mexico, Paraguay, Peru, the United States and Uruguay. Also present were representatives of the trade unions in the Federation of the West Indies (Antigua, British Guiana, British Honduras, Jamaica, Trinidad and Barbados). The delegates included the General Secretary of the P.T.T.I., Mr. F. Gmür, a representative of the Inter-American Regional Organisation of Workers (O.R.I.T.), Mr. J. M. Aguirre, the General Secretary of the Peruvian Confederation of Workers, Mr. A. Sabroso, the representative of the British Union of Post Office Workers, Mr. A. Mash, and the General Secretary of the Postal and Telegraph Workers' Union of the Sudan, Mr. F. A. Fadl. The President of the Congress was Mr. F. Loli (Peru).

The inaugural session was attended by the Peruvian Minister of Labour, Mr. R. A. Aparicio, who made the opening speech on behalf of the President of the Republic.

Main Resolutions Adopted.

Modern telecommunications network in the Americas. In view of the decision of the United States Senate to appoint a special committee to study with the American governments the advisability of establishing a joint modern telecommunications system in the Americas and the willingness of the P.T.T.I. to co-operate in achieving more modern and efficient methods of communications among the peoples of the Continent, while at the same time advancing the economic and social welfare of the communications

¹ P.T.T.I.: *Inter-American Information Bulletin* (Mexico, D.F.), Vol. II, No. 6, Dec. 1958. For a note on the First Congress see *Industry and Labour*, Vol. XVII, No. 10, 15 May 1957, p. 415.

workers of the Americas, the Congress decided to request the United States Senate to accept a delegation from the P.T.T.I. for the purpose of declaring before the Senate Committee the reasons and arguments needed to guarantee the working, economic and social conditions which this system would provide to the communications workers.

Reduction of hours of work. In view of the nature of the work in the telecommunications industry and the advisability of reducing the legal working week to five days, the Congress resolved to work for the introduction of the five-day week without loss of earnings or lengthening of the working day.

Freedom of association and the right to strike. The Congress asserted the need for telecommunications workers to fight for the right to form unions and for the related rights of freedom of expression, action, etc. The Congress decided (a) to call upon the governments of the Americas to press for legislation giving unions the right to strike as part of the complete right to associate for the protection of government and private enterprise workers ; (b) at a time agreed to by the International, to call a five-minute token stoppage of all postal and telecommunications services in the Americas as an expression of the firm decision of the workers of the Americas to defend their union liberties.

General policy. The Congress reaffirmed the democratic position taken up by the First Congress and agreed to denounce before the Organisation of American States, the unions and the pertinent official organisations, the attitude of the reactionary régimes, which, in alliance with capitalism, and using the services of communism, were attempting to destroy the free workers' organisations by preventing them from finding just solutions to their problems and maintaining legislation in force which conflicted with the Declaration of Human Rights and the international labour Conventions which they had signed and ratified.

Raw material prices and import quotas. The Congress declared that a number of international conferences had stressed the need for better co-ordination between the producing and purchasing countries of the principal raw materials of the American Continent, and for just and reasonable measures to stabilise import quotas and prices for these materials, which were an important factor in national incomes, in order to avoid the social problems caused by unemployment. On the one hand the United States Government had imposed import quotas for lead and zinc, thereby causing substantial harm to the economies of various countries such as Bolivia, Canada, Mexico and Peru ; while on the other hand the Soviet Union had seriously disrupted the Bolivian economy by its policy of dumping tin. Accordingly, the Congress protested against the unilateral action of the United States in fixing import quotas for lead and zinc and requested the Government of that country to conclude a multilateral agreement with the producing countries, to safeguard the legitimate interests of their peoples. It also agreed to protest against the Soviet dumping.

"Operation Pan America." After a discussion of the Continent's economic problems, the Congress agreed to support the movement known as "Operation Pan America" launched by Mr. J. Kubitschek, President of Brazil, with the aim of promoting the economic development of the underdeveloped countries.

Social security. On the subject of social security the Congress decided to request the Executive Committee of the International to appoint a committee to make a study of occupational diseases affecting postal, telegraph and telephone workers, and examine suitable preventive measures.

The work of this committee should be used as a basis for proposals to governments and parliaments throughout America for social security legislation for communications workers.

The Congress agreed to promote the creation of social security funds (wherever such funds did not yet exist) to provide for retirement on full pay after a maximum of 25 years' continuous or accumulated service; the retired worker should be entitled to all the increases in wages which the workers in active service obtained thereafter. The social security scheme should also protect the workers' health, pay full wages during sickness, and grant unemployment benefit.

Vocational training. The Congress took the view that communications systems were highly technical in character and that the work involved in postal and telecommunications services required special responsibility and skill for which a course of study and appropriate qualifications were necessary. The Congress therefore repeated its request to governments to establish technical schools for the purpose of training these workers, and it also resolved to suggest to the P.T.T.I. that an international body be set up within the Organisation for the sole purpose of protecting the technical training of communications personnel by means of periods of training, technical correspondence courses and language courses.

Night work and overtime. One resolution stated that while modern social legislation restricted night work because it impaired the workers' health, round-the-clock working was inevitable in telecommunications if services were to be maintained. It also recalled that in some countries a number of telecommunications services invariably worked overtime to the detriment of their workers' health. The P.T.T.I. was therefore asked to request all governments to impose reasonable restrictions on night work and to insist that payment should be at three times the normal rates; in addition, night work and overtime should be taken into account in reckoning service for purposes of holidays and pensions.

Housing. A resolution was passed stating that the housing problem affected workers throughout the world, and it was resolved to request the P.T.T.I. and the O.R.I.T. to try to establish harmony between the workers' housing plans of the Organisation of American States, the Economic and Social Council of the United Nations and the World Bank of Reconstruction and Development. It also agreed to suggest to all American governments that they should issue a special housing stamp on behalf of postal and telecommunications workers, the receipts to be devoted to housing for these workers.

Other Resolutions.

The Congress passed a number of other resolutions on the social and economic demands of postal and telecommunications workers in certain American countries, and on proposals for improving the organisation of the P.T.T.I. in the American Continent and the Caribbean. Resolutions were also passed urging governments to set up ministries of communications where they did not already exist, calling for fair social and economic treatment of postmen and messengers, and authorising the opening of a Regional Office in Lima for the Pacific Coast of South America. It was also decided to appoint national organisers in each country. Another resolution stressed the need for the interchange of information and experience between affiliated organisations.

Date and Place of Next Congress.

It was decided that the Third Congress should be held in Havana or Bogotá in 1961.

FOURTH EXTRAORDINARY CONGRESS OF THE URUGUAYAN TRADE UNION CONFEDERATION

The Fourth Extraordinary Congress of the Uruguayan Trade Union Confederation (C.S.U.) was held in Montevideo from 13 to 15 November 1958.¹

Attendance.

Representatives of the Inter-American Organisation of Workers (O.R.I.T.) and the International Confederation of Free Trade Unions (I.C.F.T.U.) and delegates from the organisations and trade unions forming part of the Uruguayan Trade Union Confederation attended the Congress. Mr. O. Brian was Chairman of the Congress and the Secretaries were Mr. F. Ramos and Mr. V. Smoris.

Resolutions.

Reform of the rules. The Congress approved a number of amendments to the Confederation's rules and instructed the Executive Committee to draw up a code of trade union ethics to preserve internal unity and prevent harmful personal or sectional manoeuvring. It stipulated that this code should be circulated to the affiliated organisations during the six months following the Congress.

New affiliations. It was decided to grant affiliation to a number of trade unions whose applications had already been considered by the Executive Committee.

Restatement of principles. A motion was passed ratifying the affiliation of the C.S.U. to the O.R.I.T. and I.C.F.T.U. in matters of regional and international policy and reaffirming its democratic principles.

Economic situation. The Congress made a close study of a report on the workers' economic position in the light of the rise in the cost of living and the Government's failure to plan the economy scientifically. The Government was criticised because its policy bore hardest on the lower income groups: workers, salaried employees, and peasants. The report contended that the Government did not spend its income to good effect and that the taxes levied to produce additional revenue only caused inflation instead of yielding increased benefits. Lastly, the Congress emphasised that the absence of any proper economic policy and the swollen profits of certain firms and business men were creating unemployment and could only lead to a worsening of the country's social problems.

The Congress endorsed this report and decided to urge its members to work for the country's moral and economic recovery and called on the workers to campaign for improvements in the legislation on collective agreements.

Reorganisation of the National Labour Institute. The Congress unanimously approved the report submitted by the Executive Council of the Confederation and agreed to call for the reorganisation of the National Labour Institute.

Elections.

It was decided that Mr. J. A. Acuña should remain in office as General Secretary.

¹ Communication from the I.L.O. Correspondent in Uruguay. For a note on the Fourth Ordinary Congress see *Industry and Labour*, Vol. XX, No. 5, 1 Sep. 1958, p. 206.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Social Aspects of European Economic Co-operation

Report by a Group of Experts

Studies and Reports, New Series, No. 46

This report, which was presented to the 133rd Session of the Governing Body of the I.L.O., investigates four main problems of European economic co-operation—whether international differences in labour costs and especially in social charges do or do not constitute an obstacle to the establishment of freer international markets ; the need for policies designed to reduce to a minimum the hardships which closer economic co-operation may involve for persons engaged in particular industries ; the question whether, if a freer international market were established, it might be necessary for the countries of Europe to shape and carry out their social policies with a greater degree of international consultation and co-operation than at present ; and the social problems connected with freer international movement of labour.

CONTENTS

Part I

- CHAPTER I** Approaches to Closer Economic Co-operation.
- CHAPTER II** The Advantages of Closer Economic Co-operation.
- CHAPTER III** International Differences in Labour Costs and Their Impact on International Trade.
- CHAPTER IV** Problems of Transition to a Régime of Freer Trade.
- CHAPTER V** Social Policy in a Régime of Freer Trade.
- CHAPTER VI** International Movements of Labour and Capital.
- CHAPTER VII** Summary of Main Conclusions.

Part II

Statements by One of the Experts and by the Chairman of the Group.

Part III

- APPENDIX I** International Comparisons of Wages and Social Charges in Europe
(prepared by the International Labour Office)
- APPENDIX II** Taxation and Foreign Trade, by Professor Bertil OHLIN.
- APPENDIX III** Two Notes on Tariff Reductions, by Professor P. J. VERDOORN.

179 pages, including index

Price : \$1.50 ; 9s.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

International Standard Classification of Occupations

The International Standard Classification of Occupations has been developed by the International Labour Office to provide a basis for the international comparison of occupational data, to afford guidance to countries wishing to develop or improve their systems of occupational classification and to serve as a means of identifying specific national occupations of international interest. It is the result of a number of years of work by the International Labour Office, which has at every stage systematically consulted the governments and interested agencies and sought the counsel of occupational specialists throughout the world.

In particular, its preparation was actively assisted by the International Conferences of Labour Statisticians, which meet under the auspices of the International Labour Organisation. In 1949 the Seventh Conference recognised nine "major groups" of occupations; these, with certain modifications, constitute the basic framework of the present system. The Eighth Conference (1954) adopted a provisional list of minor groups. Three years later the Ninth Conference endorsed the major, minor and unit groups of the present system and urged countries to make occupational information available in conformity with the resulting classification.

The classification has been designed as a comprehensive, multi-purpose instrument for use in the organisation of occupational information. It is composed of definitions of occupations and of groups of occupations embodied in a corresponding classification structure with code numbers. The classification was designed with a twofold aim in view; its general groupings are intended to facilitate the classification of statistics derived from labour force inquiries, particularly population censuses, while the final subdivisions are calculated to meet the requirements of employment placement for a more detailed classification. Some 1,600 occupational titles are defined.

In addition to the text of the classification with definitions, there is a list of titles by groups and also an alphabetical index of the titles used.

The volume is presented in a durable plastic binding.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

Annual subscription : \$6.00, £1 16s.

Price per number : 60 cents, 3s. 6d.

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers' and workers' organisations.

Annual subscription : \$5.00, £1 10s.

Price per number : 25 cents, 1s. 6d.

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

Annual subscription : \$2.50, 15s.

Price per number : 75 cents, 4s. 6d.

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

Price : paper, \$5.00, £1 10s. ; cloth, \$6.00, £1 16s.

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance ; technical papers and pamphlets on current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00 ; £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses on the following pages

CORRESPONDENTS

(Concluded)

- Bulgaria:** Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.
- Chile:** Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).
- China :** Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").
- Colombia:** Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).
- Costa Rica:** Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).
- Cuba:** Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).
- Czechoslovakia:** Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.
- Ecuador:** Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").
- Greece:** Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).
- Haiti:** Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haïti").
- Iran:** Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).
- Israel:** Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit, Interlab, Jerusalem, Israel").
- Lebanon:** Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").
- Netherlands:** Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).
- Norway:** Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417800).
- Pakistan:** Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").
- Philippines:** Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").
- Poland :** Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.
- Portugal:** Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).
- El Salvador:** Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.
- Spain:** Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").
- Thailand :** Mr. M. DULYACHINDA, Phya Anuraks 152, Pejburi Road, Bangkok.
- Turkey:** Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").
- Union of South Africa:** Mr. L. C. LOOCK, Private Bag 117, Pretoria.
- United Arab Republic:** Mr. Ihsan JOUKHADAR, P. O. Box 2666, Damascus.
- Uruguay :** Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).
- Venezuela:** Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).
- Yugoslavia:** Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio "América" (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição Internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

Union of Soviet Socialist Republics: Mr. Ivan SADTCHIKOV, Ministry of Foreign Affairs, Moscow.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355).

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

(Continued overleaf)

VOL. XXI, No. 10
15 MAY 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 10

15 MAY 1959

CONTENTS

International Labour Organisation	Page
A Tripartite Technical Meeting on the Timber Industry	360
Ratification of an International Labour Convention by <i>Greece</i> . .	372
Office Publications and Documents	372
 Social and Economic Policy	
Economic Development of the <i>United Kingdom Non-Metropolitan Territories</i>	376
 Labour-Management Relations	
An Industrial Relations Act in <i>Ghana</i>	383
Modifications in the Machinery for the Settlement of Trades Disputes in the <i>United Kingdom</i>	385
 Manpower	
European Competition for Apprentice Moulders and Core-Makers .	386
 Migration	
Immigration to <i>Kenya</i> in 1956 and 1957	388
Immigration to <i>Uruguay</i> in 1957	388
 Workers' Education	
The I.C.F.T.U. African Labour College	390
 Employers' and Workers' Organisations	
International Confederation of Free Trade Unions : A World Economic Confederation of Free Trade Unions	392
Third National Congress of the <i>Peruvian Workers' Confederation</i> .	394
 Erratum	396

INTERNATIONAL LABOUR ORGANISATION

A TRIPARTITE TECHNICAL MEETING ON THE TIMBER INDUSTRY

A Tripartite Technical Meeting on the Timber Industry organised by the I.L.O. was held at Geneva from 8 to 19 December 1958.

Attendance.

The Chairman of the Meeting was Mr. P. Shaw, Representative of the Australian Government on the Governing Body of the I.L.O. The Governing Body was represented by : Mr. Shaw for the Government group, Mr. M. Ghayour (Iran) for the Employers' group and Mr. N. De Bock (Belgium) for the Workers' group. The Meeting elected two Vice-Chairmen : Mr. H. H. Holden (Employers' delegate, United States) and Mr. A. F. Hartung (Workers' delegate, United States).

Of the 24 countries which had been invited to be represented at the Meeting the following 22 sent tripartite delegations : Australia, Austria, Belgium, Brazil, Canada, Finland, France, the Federal Republic of Germany, Honduras, India, Indonesia, Japan, Mexico, Norway, Panama, the Philippines, Sweden, Switzerland, the Union of Soviet Socialist Republics, the United Kingdom, the United States and Yugoslavia. In addition, Argentina was represented by Government and Employers' delegates. The total number of delegates and advisers present was 152. The Government of Cuba sent an observer and Spain was represented by observers from the employers' and workers' organisations.

Representatives of the United Nations, the United Nations Food and Agriculture Organisation and the Organisation for European Economic Co-operation also attended and took part in the work of the Meeting. Observers from the following international non-governmental organisations were present : the International Organisation of Employers, the World Federation of Trade Unions, the International Confederation of Free Trade Unions, the International Federation of Christian Trade Unions, the International Federation of Building and Wood Workers, and the International Federation of Christian Trade Unions of Building and Wood Workers.

Agenda.

The agenda of the Meeting consisted of the following items, on each of which the Office had prepared a report :

1. Background report.
2. Accident prevention in the timber industry.
3. Conditions of work and workers' welfare in logging camps.
4. Labour-management relations in the timber industry.

Opening Speeches.

At the opening sitting the Director-General of the I.L.O., Mr. David A. Morse, said that the I.L.O. served two fundamental purposes, first to assist governments in their activities concerned with the formulation and implementation of national policy, and secondly to promote better understanding and co-operation between management and labour. Unless the Organisation could maintain these objectives and continued to struggle to achieve these aims, which were calculated to improve the standard of living of ordinary

people all over the world, there would be no reason for its existence. Besides the various meetings held by the I.L.O., the Organisation also had direct operational programmes through which technical assistance was being given to countries all over the world, with hundreds of experts in the field working constantly with the governments and the people on labour and other problems.

Mr. Abbas Ammar, Assistant Director-General of the I.L.O., said that the Meeting was the first of its kind called by the I.L.O. As long ago as 1938 the International Labour Conference had discussed the timber industry and had adopted a resolution requesting the Governing Body to instruct the Office to undertake a world-wide inquiry into the standards of living and conditions of employment of the workers engaged in the production of timber as a raw material, to consider the desirability of taking steps which might lead to an improvement in the situation of forestry workers and to set up a tripartite committee to deal with matters concerning workers in this industry. He spoke of the coverage given in the Office reports on labour problems in the various branches of the industry from timber harvesting and transport to sawmilling. It was felt advisable to include this range of activities because each of them was marked by exceptional instability and their accident frequency was particularly high.

The Chairman stressed the increasing part that the industry was called to play in the developing countries and pointed out that its products were entering into all trades to an ever-growing extent. The industry had labour problems which were peculiar to it and a high proportion of the very large number of people employed in the industry were doing seasonal work. More attention was and should be paid to the human factor and working conditions ought to be improved. The workers should be treated as an integral part of the labour force and attempts made to set standards accordingly; thus the need for employment to be on a longer term basis was recognised, as was the necessity for better organised and more methodical training of the labour force.

Mr. Ghayour stated that the Employers' group attached great importance to the Meeting, and he hoped that the decisions to be arrived at would be flexible and such as to be susceptible of general application. Mr. De Bock spoke of the efforts the Workers' group had made to persuade the I.L.O. to convene a tripartite Meeting of this kind.

General Discussion

Five plenary sittings were devoted to a general discussion, in the course of which delegates gave information relating to developments in the industry in their countries and raised a number of subjects of general concern.

Developments in the Industry.

In referring to the situation in their respective countries a number of delegates said that in general the demand for timber and timber products had increased with the economic development of recent years throughout the world. The Government delegate from Indonesia stated that the export figures of forestry products in his country had risen steadily from 55 million rupees in 1950 to 220 million rupees in 1954. The Government delegate from Norway pointed out that during 1957 the value of forestry products in Norway represented more than 3 per cent. of the national production; 34,000 men had their principal employment in this industry. The Government delegate of the U.S.S.R. explained that the timber industry in his country, as in the case for the entire economy, was being developed within the framework of a single state plan, leading to a consequent increase in production and rise in the standard of living. In regard to production, the U.S.S.R. held the first place in the world with an output in 1957 at nearly 13,000 million cu. ft., an increase of 47 per cent. over 1940. The national

economy plan¹ recently published for the period of 1959-65 provided for a 16 to 18 per cent. increase in output. The Government delegate from the United States and many other delegates stressed the outdoor nature and isolation of the forestry workers. There was a seasonal spasmodic activity and most of their labour problems either resulted from or were influenced by this fact.

Various delegates stated that the timber industry had certain particular labour problems: instability of labour, instability of employment, housing difficulties, social welfare problems and, as a result, inadequate labour-management relations. The very nature of the industry made the solution of labour problems a difficult task for the legislator, and it was therefore felt that the respective employers' and workers' organisations might usefully take upon themselves some of the duties performed by the public authorities.

Living Conditions.

Several delegates and in particular the Finnish and United Kingdom Government delegates emphasised the great diversity of conditions in forests in different parts of the world. Owing to the circumstances in which forest work had to be carried on some logging camps had to be purely temporary, others might have to be moved after two or three years; yet others might last 15 years or more or develop into permanent settlements. The Employers' delegates agreed that where workers had to live in logging camps for long stretches conditions in the camps should be as good as possible and should measure up to the conditions in which the workers were accustomed to live. The Workers' delegates outlined the minimum standards which they felt should be covered by the conclusions of the Meeting regarding such matters as the choice of camp site, accommodation, feeding, medical and first-aid services and recreation and cultural facilities.

Wages.

Various delegates referred to the problems of hours of work, wage systems, wage levels and living conditions. It was generally recognised that it might be difficult to establish a precise relationship between accident rates and methods of work based on performance; some delegates drew attention to the detrimental effects of overwork and preoccupation with output. Various Employers' delegates, in particular those from Canada and the United States, noted that systems of payment by results were in operation in the timber industry in many countries, but that there were no abnormally high accident rates in these cases. The Workers' delegates from the Federal Republic of Germany, Austria, Belgium and France stressed the fact that rates of payment by results should be such that no excessive effort was required to earn an adequate wage, and that in any case all workers in the timber industry should have a guaranteed minimum wage. The Australian Employers' delegate and the Government, Employers' and Workers' delegates from the U.S.S.R. described the wage system in the timber industry in their countries. The Government delegate from Sweden, supported by the Canadian Workers' delegate, expressed the view that the choice between performance wages and time wages should be left to each country, and that the parties concerned might come to an understanding within the framework of the normal collective bargaining machinery.

Accommodation.

There was general agreement that the accommodation in logging camps should satisfy certain minimum standards adapted to the climatic conditions of the country concerned. The United States Government delegate drew particular attention to the desirability of measures of protection against fire and of ensuring a safe water supply. The Yugoslav Government delegate gave examples of the regulations in force in that country which determined

¹ See *Industry and Labour*, Vol. XXI, No. 3, 1 Feb. 1959, p. 84.

the minimum floor space per man, height of rooms, the maximum number of workers to be allotted to a dormitory, provision for separate beds, floors insulated against damp, washrooms and laundry rooms. The Workers' delegate for the Philippines thought that the more developed countries could greatly assist the less developed ones by providing guidance as to suitable minimum standards.

Catering and Nutrition.

The importance of providing timber workers with food of adequate nutritive value was generally recognised. The Belgian Workers' delegates, having conditions in the equatorial forest region particularly in mind, asked that a meeting of experts be convened by the I.L.O., in co-operation with the Food and Agriculture Organisation and the World Health Organisation, to determine the number of calories and food ingredients required for workers engaged in strenuous physical work in various climates. The conclusions of such a meeting should help to provide guidance on which minimum standards could be established in each country or territory. The United Kingdom Government delegate pointed out, however, that although the attention of governments ought to be drawn to the need for adequate food standards, it would not be possible to determine the precise needs at the international level. Several members emphasised the importance of ensuring the observance of certain rules as regards hygiene in the storage and preparation of food. There was general agreement as to the desirability of establishing joint cooking and eating facilities wherever this was consistent with local conditions and customs.

First Aid and Medical Services.

The need for adequate first-aid services was recognised by all. Several speakers stressed the importance of training workers in first aid and ensuring that a suitable first-aid kit was carried by each small group of workers. Liaison arrangements with medical services in case of emergency were regarded as essential. The Australian Employers' delegate and the Canadian Workers' delegate referred to the successful use of radio telephony for this purpose. The Workers' delegate from the U.S.S.R. mentioned that in his country area liaison by aeroplane or helicopter is required by law in isolated regions. The United States Government delegate drew attention to the need for measures to detect contagious diseases and stop them from spreading.

Training.

The Meeting favoured the idea of developing vocational training as a means of promoting safety in the industry. The Swiss Employers' delegate laid particular emphasis on the vital importance of training in any concerted attempt to improve safety. In his opinion the knowledge of good working techniques was the best way for the worker to protect himself against accident risk; in particular, this knowledge helped the worker to avoid excessive haste, which was often the cause of accidents. The Swiss Employers' delegate was in favour also of training vocational instructors for the economically less developed countries. The more developed countries might, in this way, effectively aid the so-called underdeveloped countries by putting at their disposal teams of experts for training local instructors. A number of delegates endorsed all or some of these ideas. Among them were the Austrian and French Government delegates, who suggested that the term "training" should be given a broad interpretation and cover instruction in working techniques, in safety and in the development of safety consciousness. An exchange of views took place on the problem of organising and financing vocational training. The Yugoslav Workers' delegate stated that training in his country was given during working hours and was financed by the undertakings; the U.S.S.R. Workers' delegate

said that in his country the State bore the expenses of training and the worker continued to receive his wages during training. The Canadian and United States Employers' delegates were in favour of training being provided by the undertakings themselves or by trade associations. The Workers' delegates expressed the view that the cost of training should be borne either by the public authorities or by the employers.

The Swiss Employers' delegate referred to the work of the "Joint F.A.O.-E.C.E. Committee on Forest Working Techniques and Training of Forest Workers—in Collaboration with the I.L.O.", and laid particular stress on the basic necessity of developing vocational training for forest workers. Swiss experience in this connection had shown conclusively that the improvement of working methods and workers' vocational training were among the most effective ways of preventing accidents.

Safety.

It was generally recognised that working conditions affected safety which could be improved by appropriate measures designed to eliminate causes of accidents such as excessive fatigue or work at too high a speed. Several delegates stated that technical preventive measures were an effective means for increasing safety in the industry, provided that the equipment and the working methods were constantly adapted to new technical developments. It was recognised that it was important that mechanical equipment in particular should be submitted to periodical inspection in order to check that it was properly maintained and could be used without danger. The Government delegates from the Federal Republic of Germany and the U.S.S.R. took the view that the public authorities had a responsibility and must play an important part in regard to accident prevention; they should lay down technical minimum standards and recommend working techniques ensuring safety. The Panamanian Government and Employers' delegates and the Belgian, Canadian and United States Workers' delegates supported this view. The United States Government delegate referred to the importance of safety standards laid down by the appropriate public authorities, but observed that the best of regulations might well remain without application if those primarily concerned were not properly trained and ready to co-operate in promoting safety. The Employers' delegates asked that adequate flexibility should be allowed regarding action by the competent government authorities, especially in States with a federal structure. They reiterated the principle that the employer had the basic responsibility for organising safety.

Statistics of Occupational Accidents.

The Government delegate from Sweden stated that employers and workers should join with government authorities in encouraging the compilation of complete and comparable statistics of occupational accidents in the timber industry. A number of delegates, in particular the Government delegates from the United States and Sweden and the Belgian and Canadian Workers' delegates drew attention to the importance of improving and standardising systems of reporting and recording occupational accidents. The Government delegates from Sweden and Yugoslavia, the Employers' delegate from the Federal Republic of Germany and the Canadian Workers' delegate drew attention to problems concerning comparability of statistics at the international level. It was agreed to recommend that everything should be done on the national and international levels to arrive at positive results in this field.

The Swedish Government delegate and the Employers' delegate from Switzerland gave an account of the work done by the "Joint F.A.O.-E.C.E. Committee on Forest Working Techniques and Training of Forest Workers—in Collaboration with the I.L.O." on the subject of occupational

accident statistics. They expressed the hope that the existing co-operation in this field among the competent international organisations would be continued and further strengthened. It was generally considered desirable that the international organisations, and particularly the I.L.O., should lay sufficient emphasis on accident prevention in the timber industry in their technical assistance programmes which they carried out at the request of governments.

Labour Inspection.

Several delegates, and in particular the Government delegate from Finland, referred to the difficulty of providing adequate labour inspection in the industry. There was general agreement, however, on the desirability of strengthening the labour inspection service in the industry by appropriate measures such as specialised training of an adequate number of inspectors and the co-ordination of their work with that of the technical forestry services. Various Government and Workers' delegates emphasised the need for the strict application by the public authorities of regulation safety standards. The Belgian Workers' delegate, supported by the Workers' delegates as a whole, insisted that labour inspectors should have the power to take emergency measures when this was necessary for occupational safety.

Labour-Management Co-operation.

It was urged that regional or local safety committees composed of employers' and workers' representatives should be set up in all countries where such committees did not already exist. The Government delegate from the Federal Republic of Germany, the Brazilian Employers' delegate and a French Workers' delegate stated that in their countries such committees were prescribed by law. The Government delegates from the United States, the United Kingdom and Sweden and the Canadian Employers' delegate, however, stated that their countries were in favour of labour-management co-operation freely negotiated by the parties since they believed that co-operation between human beings could not actually be arrived at by legislation. Some delegates from the less developed regions expressed their preference for legislative action at the present stage. The Canadian Workers' delegate, too, pointed out that even in areas where as a general rule labour-management co-operation was on a voluntary basis it was sometimes necessary to have recourse to legislative measures in regard to setting up safety committees. The United States Workers' delegate expressed the view that, in some cases, legislative action was indispensable to safeguard workers' protection, particularly where trade unions were not yet sufficiently strong.

Secretary-General's Reply to the General Discussion

A Constructive Approach.

In his reply to the general discussion, Mr. J. Price, Secretary-General of the Committee, said that throughout the debate a constructive approach had been maintained by the delegates. The International Labour Office very much welcomed the contributions from the intergovernmental organisations present. The Secretary-General assured their representatives that it was the I.L.O.'s desire to co-operate fully with them in order to avoid overlapping, contradiction or waste of effort and resources. The Office had at the beginning a serious problem of collecting information and obtaining it in time to be useful. In the end, however, far too much had arrived to be included in full in the reports before the Meeting. He agreed that not every part of the industry was treated fully, but the greatest amount of ground possible had been covered in the space available. Some of the information arrived late and there had been difficulty in including it.

Accident Prevention.

During the general discussion a great amount of information was given on the timber industry itself and a number of ideas were exchanged. The characteristics of the industry, its main problems, the differences between one country and another were all brought out. There was full agreement on the importance of accident prevention and the need for unceasing effort to deal with it. It was generally recognised also that the problem was receiving increasing attention and that the situation had improved. It was also agreed that no effort to solve this problem was too great. It would continue to occupy the attention of employers, trade unions and governments to an increasing extent. Safety officers and safety inspectors had important functions to fulfil, and safety regulations were indispensable. But regulations alone did not prevent accidents. Moreover, safety experts needed the full co-operation, on the one hand, of the workers themselves and on the other hand, of the employers. Unless there was willing co-operation from the workers and the trade unions, and from every one on the employers' side, from the chairman of the company down through all the ranks of management and supervision to the foreman on the job, too many accidents would still occur. One of the achievements of this Meeting was that it had drawn up useful suggestions about accident prevention which were particularly important because they indicated what employers and workers themselves could do.

Stability of Employment.

Speakers from several countries, including some Government representatives, had touched on the problem of stability of employment. There seemed to be a recognition that greater stability was a desirable aim. With the understanding of the reasons why instability had existed in the past there was an increasing acceptance of the idea that greater stability was possible. Stability of employment was not only a human consideration but a desirable object of social policy. Stability, to the extent to which it could be achieved, was also necessary if improved working methods and increased mechanisation were to be possible. The complete elimination of casual and seasonal labour would be too much to expect but the proportion of full-time labour was increasing. The Office had already concluded that this was one of the big problems of the industry and it had been seen from the discussions that that view was confirmed. It was obvious that the I.L.O. would need to keep this problem in mind in its future work for the industry.

Training.

Much emphasis had been placed on the need for improved training facilities, both to develop the skill and reliability of the worker and to spread a knowledge of the best methods of work. Expensive machinery could not be entrusted to unskilled men who come and go without any real interest in the work or the industry. The use of improved methods of felling and transporting implied more systematic training, which in turn required that men stayed on the job after being trained. It also developed safer working methods and reduced the risks of accidents.

Working and Living Conditions.

With regard to the working and living conditions in the forest which had also been thoroughly discussed in subcommittee, it was interesting to observe the tendency to bring the work of the forest into closer relationship with other activities. He agreed with the Chairman who had said that it was not less common to regard the lumberjack as a rough character, working in isolation and living in the woods, cut off from the amenities of a civilised life. It had been particularly interesting to note the many references to the development of settled communities and forest villages, to the decline in the number of logging camps and the increasing tendency of timber workers

to live at home with their families. It was also clear that the present trend was to take account of the relationship of the timber industry to forestry in its broader sense and to agricultural and rural life in general.

Labour-Management Relations.

Several delegates had referred to the position of the trade unions and to the difficulties experienced in some areas. These references would not pass unnoticed and the matter would receive attention in the areas concerned. A number of speakers had emphasised the importance of collective agreements and the need to extend them. But collective agreements required the existence of trade unions capable of negotiating agreements and able to carry them out. Suggestions about the development of trade unions were being made by the Meeting's subcommittee dealing with the fourth item on the agenda, viz. labour-management relations in the industry. Two points had been brought out conspicuously in the discussions. First, the relations between the employers and workers in the industry had developed to a striking extent in recent years. This was in line with what had been happening in many other industries, and it was both a sign of progress and a guarantee that progress would continue. Secondly, there had been quite a remarkable improvement in working and living conditions in the industry since the end of the war. The timber industry was to be congratulated on the progress which it had been able to make during this period.

Technical Assistance.

Various speakers had pointed out the need for technical assistance. They had said that the industry was particularly suited to this and asked the I.L.O. to do more to provide such technical assistance. Various methods had been suggested—from providing more information on how to deal with the problems, to making more experts available for work in the field. Two points, however, had to be made: under technical assistance rules, the assistance could only be given at the request of governments. Further, requests had to be made in time for inclusion in annual programmes worked out long in advance. Therefore, the governments needed to include requests of this kind when drawing up their plans for the various kinds of technical assistance which they needed from the different organisations. The I.L.O. would not be found wanting and would do the maximum possible with the means allotted to it.

Regular Meetings.

Other suggestions were that an Industrial Committee for this industry be set up or regular meetings held. These suggestions would be even more difficult to meet. Certainly no further meetings of any kind could be expected for the industry in the near future. The setting up of permanent machinery presented an even greater problem. However, the timber industry was on the waiting list for Industrial Committees and its needs were being kept before the Governing Body. When the Governing Body next considered the structure of the Industrial Committee the needs of the industry would be taken into account. That did not necessarily mean that they could be met, because that again was a matter for the Governing Body to decide. The claims from the various industries were numerous and resources were limited. Clearly the Meeting would fail in its purpose if it did not produce any effects in the individual countries. The discussions had been interesting, useful and instructive but they were not enough in themselves. However, if results were to be achieved, the first steps must be taken in each country. If it followed its usual procedure, the Governing Body would communicate the results of the Meeting to governments of all member States, and would ask the governments to transmit them to employers' and workers' organisations. What would happen after that would depend in the first place on the interest taken by those concerned in each country. It was

for every delegate and every organisation to stimulate that interest and to take the necessary action.

Follow-up Procedure.

In the case of Industrial Committees there was a follow-up procedure laid down by the Governing Body. But this did not apply automatically to *ad hoc* meetings. The Governing Body would no doubt examine in due course what might need to be done in addition to communicating the resolutions to governments. In the meantime in the countries themselves the governments and workers' and employers' organisations had the responsibility to consider what effect should be given to the resolutions. The problem of the follow-up and of future meetings must be left to the Governing Body. Most delegates in the general discussion had said that they welcomed the Meeting and the opportunities for the exchange of views which it had provided. The remarks of the delegates and the work of the subcommittees had shown that the Meeting had met a need. Some delegates were not yet sure whether a further meeting should be held, but none had questioned the desirability of this one.

Conclusions Adopted

The Meeting adopted various Conclusions, which are summarised below.

Accident Prevention.

A resolution concerning accident prevention in the timber industry was adopted unanimously. It sets out a number of recommendations for the guidance of the employers and workers with a view to promoting safety in the industry. These recommendations deal with environmental factors, training, catering and nutrition, standards of safety, labour inspectorates, working techniques and accident statistics.

Environmental factors. The resolution draws attention to the fact that the timber industry is characterised by certain peculiarities which have an adverse effect on occupational safety and may in part account for the occupational accident rate which is especially high in comparison with some other industries. It suggests that the workers' safety should take precedence over production interests and that the urgency of any industrial operation must never result in safety measures being neglected. The duty of organising safety is primarily the employers' but since this question is of common interest to all parties the problem requires the mobilisation of the joint efforts of employers, workers and governments.

Training. The resolution draws particular attention to workers' vocational training in the industry by the most efficient and appropriate means, varying according to national circumstances. Vocational training methods and courses should be designed to give sufficient emphasis to questions concerning safety and the integration of young people into industrial life. In teaching production techniques attention should always be given to safety requirements.

The resolution suggests that the I.L.O., in collaboration with other international organisations, notably with the United Nations and the Food and Agriculture Organisation, should continue to give attention to problems of vocational training. It further points out the desirability for the various countries in each continent to promote the co-operation of those concerned with the improvement of working methods and the vocational training of forest workers in accordance with the example of the "Joint F.A.O.-E.C.E. Committee on Forest Working Techniques and Training of Forest Workers—in Collaboration with the I.L.O.". Finally it draws particular attention to the I.L.O. fellowship programme for forest personnel as well as the holding

of international training courses which should be maintained and developed on a world-wide basis in co-operation with the technical assistance programmes of the international organisations concerned.

Catering and nutrition. The resolution notes the importance of proper meals for timber workers and the effect of nutrition in determining the safety factor. It suggests that the appropriate authorities in each country, in consultation with the employers and workers, might establish model menus ensuring that the meals provided would provide a certain number of calories and would also be in accordance with the requirements of a balanced diet.

Standards of safety. In order to define what is considered to be safe in the various countries, the resolution expressed the hope that standards of safety would be established through the co-operation of workers, employers and government. Such standards would include the safety of equipment, safety devices, working methods and personal protective equipment. At the same time the possible effect of technological developments on safety should be studied in order to determine the precautions to be taken when new working methods and new equipment are introduced. The adoption of working methods and of equipment giving the highest degree of safety should be encouraged. Equipment not meeting the appropriate standards of safety should not be used.

Labour inspectorates. The resolution suggests that labour inspectors should, in particular, be authorised to take emergency measures whenever necessary. To this end satisfactory results might be obtained by taking measures such as—

(a) specialisation of inspectors with sufficient training to give them a thorough knowledge of the timber industry, as well as of all safe working methods ;

(b) the appointment of a sufficient number of safety inspectors with these specialised qualifications ; and

(c) co-operation on safety questions between the labour inspectors and forestry authorities.

Co-operation between employers, supervisory staff and workers in accident prevention is essential if improvements in safety are to be achieved ; this co-operation may differ according to local circumstances.

Work techniques. The appropriate international bodies could make a useful contribution by preparing an international handbook containing examples of good practices from the point of view of safety in the industry, in representative forest regions in accordance with the request already made by the "Joint F.A.O.-E.C.E. Committee on Forest Working Techniques and Training of Forest Workers—in Collaboration with the I.L.O.".

Accident statistics. In view of the useful conclusions regarding accident prevention that may be drawn from statistics the resolution states that it is desirable that employers, public authorities and international organisations should continue to promote the gathering of full and comparable accident statistics. The I.L.O., in collaboration with other international bodies, should co-ordinate studies in this field to make the statistical results reliable, significant and useful in improving safety programmes and their results in the timber industry.

Living Conditions in Logging Camps.

The subcommittee on the third point on the agenda, conditions of work and workers' welfare in logging camps, proposed a memorandum which was unanimously adopted by the Meeting. It sets out some principles and makes

recommendations for the guidance of governments and employers' and workers' organisations.

Accommodation. The memorandum recommends that camp sites should be chosen with due regard to the following :

(a) adequate heating, lighting, ventilation and protection from the weather ;

(b) furnishings and bedding (where provided) adequate to local requirements ;

(c) protection against insect infestations ;

(d) hygienic washing and sanitary facilities, baths or showers ; facilities for laundering clothes ;

(e) a separate room for the storage and drying of clothing, where necessary ;

(f) where communal meals are customary a dining-room, separate from the sleeping quarters, which is adequately heated, ventilated and provided with artificial lighting ;

(g) the necessity for fire precautions ; and

(h) provision for the maintenance of cleanliness of camps.

Catering and nutrition. Where it is the practice for food to be supplied by the employer residential camps should provide meals of an adequate nutritional standard. It is desirable to encourage research into the food requirements of loggers in different climates, with a view to improving their food standards, and to take measures to ensure that the results of such research will be of practical benefit to these workers.

Health. First-aid equipment and installations should be provided in order to deal with minor injuries and emergency cases pending transport to hospital. First-aid boxes of an approved content should be available and adequately maintained at each workplace. Every effort should be made to train a sufficient number of workers in first aid, through co-operation with established safety and health or government organisations so that each small group of workers will include at least one worker trained in first aid. Liaison should be established in advance with regular medical services so that rapid contact can be made in cases of emergency. Suitable transport facilities for seriously injured workers should be readily available on call.

Administrative aspects. Standards regarding accommodation, meals, health and welfare in logging camps may be included in regulations established by the competent authorities or embodied in collective agreements. Where these standards are established by regulations having the force of law, it may be expedient to provide that any person who intends to establish a logging camp should inform the competent authorities, giving details of the proposed construction. Where there are no statutory provisions the nature and extent of the facilities and amenities provided should be a matter for discussion between the employers' and workers' organisations. The workers should be encouraged to participate actively in running any recreational and cultural facilities provided.

Conditions of Work.

The Meeting adopted unanimously a memorandum concerning conditions of work in the industry. This document states that conditions of work in the industry are usually best determined by collective agreements freely negotiated between the employers' and workers' organisations concerned.

Where payment is made on the basis of a fixed rate per unit produced, the piece-work rate adopted should reflect the physical characteristics of the logging area, the physical effort required and the skill, responsibility

and hardship involved. Systems of payment by results, where applied, should be as simple and easy to understand as possible. They should provide no incentive to work in a manner prejudicial to safety. An average worker on piece-work rates should under normal conditions be able to earn during normal hours of work reasonably more than he would at ordinary time rates.

Labour-Management Relations.

The Meeting adopted a memorandum emphasising the fundamental importance of establishing and promoting good labour-management relations in the industry. Free and independent trade unions are an essential prerequisite to the full development of sound labour-management relations. In order to make collective bargaining effective and protect living and working standards in the industry, especially in underdeveloped countries, workers employed in a continuous manner by a contractor (instead of by the timber operator himself) should be adequately protected. Their conditions of employment should not be inferior to those of direct employees of the timber operator engaged in similar work. Freedom of association and the right to organise should be extended to every worker without discrimination.

Principles of collective bargaining. Free collective bargaining to determine terms and conditions of employment is the effective means of ensuring the parallel development of economic and social progress and the reconciliation and promotion of the employers' and workers' interests. The memorandum defines collective agreements as follows: "all agreements in writing regarding the working conditions and terms of employment concluded between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more workers' organisations, or, in the absence of such organisation, the representatives of the workers concerned duly elected or authorised by them in accordance with national laws and regulations, on the other."

Consultation and co-operation in timber undertakings. Steps should be taken by management and workers to promote consultation and co-operation in timber undertakings and to ensure a genuine two-way communication carried out in a spirit of mutual understanding, trust and confidence.

Conciliation and arbitration. Conciliation and arbitration in the industry should be expeditious and, whenever possible, free of charge. It is desirable to encourage employers' and workers' organisations in the timber industry to provide for voluntary conciliation and arbitration through agreements entered into freely. It is essential that, where appropriate, the final decision in voluntary arbitration procedures be taken by a body on which, in addition to an impartial third party, the employers' and workers' organisations are both represented.

Operational and Technical Activities of the I.L.O.

The Meeting adopted unanimously a resolution inviting the Governing Body of the I.L.O. to bear in mind the hazardous nature of the timber industry, to give special attention to the desirability of encouraging I.L.O. programmes of research, publication, training and technical assistance so as to help resolve the labour problems of the timber industry, to make these services fully available to all underdeveloped countries and to arrange for such future work as the I.L.O. may engage in for the timber industry to be concentrated on these kinds of operational and technical activities.

Future Action.

The Meeting adopted a resolution inviting the Governing Body to request the Director-General of the I.L.O. to continue to study closely the social problems of the timber industry, to note that the Meeting drew

particular attention to the question of stability of employment in the industry, to request the Director-General to continue his co-operation with the Food and Agriculture Organisation and the "Joint F.A.O.-E.C.E. Committee on Forest Working Techniques and Training of Forest Workers—in Collaboration with the I.L.O. "; and to consider, in the light of the studies to be undertaken by the Director-General, appropriate means for the further pursuit of the questions referred to above.

RATIFICATION OF AN INTERNATIONAL LABOUR CONVENTION BY GREECE

The Director-General of the International Labour Office registered on 27 April 1959 the ratification by Greece of the Night Work (Women) Convention (Revised), 1948.

OFFICE PUBLICATIONS AND DOCUMENTS

INTERNATIONAL LABOUR REVIEW

The following are the contents of the May 1959 issue of the *International Labour Review*, which is now available :

Minimum Wage Problems and Policy in Guatemala.

Index-based Adjustments for Social Security Benefits, by Elizabeth LIEFMANN-KEIL.

The Ahmedabad Experiment in Labour-Management Relations : II.

Some Trends within the World Co-operative Movement : II.

Bibliography.

The Statistical Supplement for the month contains tables of unemployment statistics and consumer price indices.

OCCUPATIONAL SAFETY AND HEALTH

The following are the contents of the January-March 1959 issue of *Occupational Safety and Health*.

There are two leading articles. The first, entitled "Radiation Protection in Industry", deals with standards of protection and the organisation and administration of radiation protection in industry. It reproduces the essential parts of the report prepared by the International Labour Office for the Second International Conference on the Peaceful Uses of Atomic Energy (Geneva, 1-13 September 1958). The second, entitled "Collaboration between Engineer and Industrial Medical Officer in Matters of Safety and Hygiene in a Large Undertaking", is written by a French safety engineer and a French industrial medical officer. It describes the constitution of the engineer-doctor team to organise a safety and health service in a large industrial undertaking in France, and goes on to deal with the role of the safety committees, the educational function of the safety service, general job adjustment, the impact of automation on job adjustment, work study, and the employment of physically handicapped persons.

The sections entitled "Reports and Activities" and "Laws, Regulations and Standards" contain accounts of activities and summaries of various

enactments covering a large number of countries and territories. The section "Books, Periodicals, etc." contains abstracts of over 350 books, pamphlets and articles. As usual, five safety posters are reproduced in the issue, and there is a section on safety and health films.

REPORT OF THE DIRECTOR-GENERAL TO THE FORTY-THIRD SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

For the 43rd Session of the International Labour Conference, which will open in Geneva on 3 June 1959, the Office has just published the Report of the Director-General.¹

The report is divided into two parts. Part I deals with current problems and trends concerning employment and unemployment, social problems of economic development and institutions and social policy. Part II, which is also the 13th Report of the I.L.O. to the United Nations, contains a description of present I.L.O. programmes and activities within its main fields of competence; its purpose is to enable the constituents of the Organisation, by general discussion at the Conference, to evaluate the direction and effectiveness of I.L.O. programme action.

Current Problems and Trends.

Employment and unemployment. The employment situation has been in the forefront of interest since the downturn in the level of economic activity at the end of 1957. The special attention which had to be given to employment problems over the past 18 months has therefore resulted in a number of questions being raised. Current experience is suggesting the need to reconsider some of the policies evolved in the 1930s so as to take account of the changes in the structure of industry and employment, of trends in the direction and volume of international trade, of technological changes and other factors affecting the employment situation.

Stated in general terms, the objective of employment policy should be the fullest and most efficient utilisation of the available labour force under the various institutional systems. Where the State takes little initiative in employment policy, a fall in the demand for labour will mean that some workers are likely to be dismissed from their jobs and the incidence of loss of output will thus fall largely upon those unemployed workers and their families. Where the State accepts responsibility to assist unemployed workers, as is the case in most of the industrialised countries of Europe and America today, by the payment of unemployment benefits and maintenance of public employment services, the burden on the individual unemployed worker and his family is relieved in a measure.

But if unemployment benefits are generous, if redundant workers are kept on the payroll and if there are many in unproductive jobs or who are overpaid for the work they do in comparison with others, inflation will result and higher prices will cut back individual consumption to the level of the total real income produced by the community.

In centrally planned economies, the problems of ensuring that the labour force be fully and efficiently used arise usually in different ways. If workers are not dismissed unless they are given other employment, and if all entrants to the labour force are assigned to jobs, problems of maladjustment between the supply and variations in the demand for labour in different sectors will not take the form of overt unemployment.

¹ International Labour Conference, 43rd Session, Geneva, 1959, Report I (Part I): *Report of the Director-General—Current Problems and Trends*. 132 pp. Price: \$1; 6s. Report I (Part II): *Activities of the I.L.O.: Report of the Director-General to the International Labour Conference, Forty-third Session, 1959—Thirteenth Report of the International Labour Organisation to the United Nations*. 90 pp. Price: 75 cents; 4s. 6d.

They may, however, result in underemployment on the job in some sectors, coupled with bottlenecks in housing, training facilities, etc., which prevent an adequate supply of labour to other sectors where it could be more usefully employed. Thus all countries face the problem both of promoting full employment in this real sense and of ensuring that the costs of less than full employment are borne equally.

Among the elements to be taken into account by an effective employment policy, the report lists—

(a) important changes in the volume and direction of international trade, e.g. as a result of the inauguration of the Common Market in Europe ;

(b) the impact of automation and other technological changes upon unemployment ;

(c) the changing structure of industry, both domestically and in international market situations ;

(d) questions relating to the institutional setting in which the problem of full employment arises.

Particular stress is laid on two factors : fluctuations in prices of raw materials and inflation. In many underdeveloped countries—and even in a few highly developed countries such as Australia and New Zealand—where the whole economy, and not merely a particular area, is excessively dependent upon the export of one or several major products, employment problems have been accentuated by the fall in raw material prices with, in some cases, very serious social consequences.

On the other hand, if fiscal and monetary policies have contributed largely to conditions of full employment in the industrialised countries in the post-war years, governments have also had to combat inflation, in spite of the consequent rise in unemployment. This basic inflationary trend presents one of the main problems of co-ordination in economic policy faced by governments today as regards both the volume and the direction of government expenditure and taxation.

Social problems and economic development. The problem of economic development is a race between population growth and the growth of output, incomes and opportunities for productive employment. On current projections, it is foreseen that the next 25 years from 1950 will see the addition of another 1,250 million and that the increase in population between 1975 and the year 2000 may be as high as 3,000 million. Rates of growth vary widely in different parts of the world. While the population of Northern and Western Europe is expected to increase by only one-third during the period 1950-2000, population in Central America and tropical South America is likely to be more than quadrupled, in North and South Africa and in South-West Asia to be more than tripled, and in South-East and East Asia (excluding Japan) to be virtually tripled.

By contrast with the immediate efficacy of modern medicine, modern methods of production and of increased productivity need a much longer period to be assimilated and demonstrate their results.

One of the aspects of such an increase in population is the growth of city population in underdeveloped countries at rates far in excess of total population increases. Here in the most concentrated and explosive forms are the typical social problems of underdeveloped countries. Here too arise the most acute problems for labour policy : how to create enough jobs for these people, how to incorporate them into the institutions of modern society such as wage-earning factory work and the trade union, how to develop the aptitudes and provide the training needed for industrial and commercial employment, how to provide housing, social services and social security.

Solutions may be found in rural development programmes and industrial decentralisation, provided regional planning be focused on the need to

expand employment opportunities in rural areas and aim at manpower organisation and development and acceptable living and working conditions.

It is obviously impossible to lay down any one policy designed to increase employment opportunities in underdeveloped countries with widely differing economic and social conditions. There are a number of different policies which countries facing this problem of inadequate employment have been following, with varying emphases, for instance on agrarian reform ; mobilising as fully as possible existing surplus labour for capital construction ; and the development of small-scale industries.

There is a need for more research to develop further a technology which allows for the efficient use of the largest amount of labour in relation to scarce capital goods. The benefits of industrial research in the more highly industrialised countries are manifest in the rapid pace of technological change ; but this research has been directed primarily to the saving of labour. A comparable research effort into the technological problems of the less developed countries with a plentiful labour supply would doubtless yield valuable fruits in higher levels of employment, a greater supply of consumer goods and a higher rate of capital formation.

As regards social and human factors in economic growth, there is a common problem of the absence of a sufficiently large "entrepreneurial" class of people, and problems connected with the creation of a stable and efficient industrial labour force. It is important to avoid any impression that pursuit of economic development means that it is necessary to wipe clean the slate of traditional culture and to write thereon the formula of "industrial man" abstractly conceived in the image of some existing industrialised society. International co-operation should increasingly draw upon the variety of experience to be found in the different countries.

The final chapter of the report, entitled "Institutions and Social Policy", deals with the various problems affecting labour administration and the application of labour standards ; manpower organisation ; education and training for work ; trade unions ; workers' education ; industrial organisation and management development ; industrial relations ; and rural development. The Director-General also stressed the importance of the link between economic and social development and economic growth, and the desirability of a comprehensive policy for youth.

Activities of the I.L.O., 1958-59.

Part II of the Report describes the work carried out by the I.L.O. during the past year. The Director-General reports on the major emphases and priorities in the I.L.O.'s programme during that period : methods of action ; questions of current concern and questions of long-term importance ; human rights ; regional action ; and the fixing of priorities. He goes on to describe the activities of the I.L.O. in the fields of economic development, manpower and employment, and in particular in connection with the problems of unemployment, underemployment, the development of employment opportunities, productivity, vocational training and supervisory training, occupational classification, vocational guidance and rehabilitation, migration, rural development, small-scale industries and handicrafts, and co-operation.

The I.L.O. was also active in international efforts to improve living and working conditions. The report tells of its work in the field of wages, social security, hours of work, occupational safety and health, and housing. In this connection its activity was particularly directed to the following occupations and categories of workers : fishermen, seafarers, workers in the chemical, textiles and timber industries, and rural workers.

The report goes on to describe the educational and promotional action of the I.L.O. in the fields of labour administration, labour-management relations, workers' education and management development. The Organisation was also active in the defence of human rights, particularly freedom

of association and the abolition of forced labour and discrimination in employment and occupation.

The final chapter of the report indicates the progress of ratifications of international labour Conventions, operational activities, and relations with international and regional organisations.

RONEOED DOCUMENTS ¹

Reports for I.L.O. Meetings

International Seminar on Training of Workers' Educationists and Organisation of Educational Services in Trade Unions (Geneva, 1-6 December 1958): Report (Ref. No. CN.6.1958).

SOCIAL AND ECONOMIC POLICY

ECONOMIC DEVELOPMENT OF THE UNITED KINGDOM NON-METROPOLITAN TERRITORIES

In February 1959 the United Kingdom Government submitted to Parliament a report ² on the use of funds provided under the Colonial Development and Welfare Acts and an outline of a proposal for loans by the Treasury to United Kingdom non-metropolitan territories.

The main points in the report are summarised below.

Amounts Spent on Development.

In the year 1958-59 the governments of the United Kingdom non-metropolitan territories were spending some £120 million on development. From 1946 to 1957 they spent very roughly £1,000 million on development out of a total expenditure for all purposes of the order of £4,000 million; these figures included those for Ghana and the Federation of Malaya before they became independent. This expenditure on development was financed by £600 million from local resources, £137 million under the Colonial Development and Welfare Acts, £187 million raised on the London market and £13.5 million lent by the International Bank. In addition the Colonial Development Corporation had by 30 June 1958 capital commitments amounting to £82 million, of which more than £53 million had been spent.

Noticeable Economic Progress.

The United Kingdom non-metropolitan territories had made noticeable economic progress during the past few years. Between 1948 and 1957 the volume of exports of primary products increased by about one-half and the value of all exports from the territories more than doubled. The value of imports had risen even more. The level of investment had mounted steadily; gross fixed capital formation in 1957 was some two-and-three-quarter times as much as in 1948 and, after allowing for price changes, had increased by 80 per cent. in real terms. Over the same period the gross domestic product

¹ Limited stocks of these documents are available; copies may be obtained by applying to the I.L.O., Geneva.

² *Colonial Development and Welfare Acts*, Cmnd. 672 (London, H.M. Stationery Office, 1959).

of the territories at current market prices had more than doubled and in real terms it had been increasing at a rate of about 4 per cent. a year. (All figures in this paragraph exclude Northern Rhodesia and Nyasaland for which no separate statistics are available.)

The Colonial Development Act 1929 and the Colonial Development and Welfare Acts 1940 to 1955.

The Colonial Development Act 1929 was the first measure to provide regular funds for colonial development but it contained two restrictive provisions. The annual expenditure was limited to £1 million and the purpose of the Act was limited to aiding agriculture and industry in the non-metropolitan territories "thereby promoting commerce with and industry in the United Kingdom".

The Colonial Development and Welfare Act 1940 went further and included "any purpose likely to promote the development of the resources of any colony for the welfare of its people". This change made it possible to assist the building of schools and other social services in the non-metropolitan territories. The limit on annual expenditure was raised to £5 million and an additional £500,000 a year was set aside for research. The Colonial Development and Welfare Act 1945 made a total sum of £120 million available for a period of ten years with an annual limit of £17.5 million a year. This had enabled the United Kingdom Government to allocate money to the governments of its non-metropolitan territories over a period to form the nucleus of their development finance; and the existence of these allocations had given a valuable impetus to the planning of development.

Subsequent Acts had increased the total amount of money available since 1945 to £220 million and raised the annual limit of expenditure to £30 million. Almost all the assistance has been by way of grant though a small number of loans have been made.

How the Money Has Been Spent.

A guiding principle in administering the Acts had been to allow the governments of the non-metropolitan territories as much scope for initiative as was consistent with proper control by the United Kingdom Government of funds voted by Parliament. Except for a few common services (of which research was the most important), which are best directed centrally, nearly all development had been planned and executed by the governments of the non-metropolitan territories. They originated the proposals for the use of their allocations of Colonial Development and Welfare money; and they administered the great majority of the schemes when approved. It had also been the practice in all but the poorest territories to ask the government of the territory for a proportionate contribution, which might be as low as 5 per cent. or as high as 50 per cent., toward the cost of each project; and all but the poorest territories had taken the residual recurrent charges on to the local budget.

The total amount committed under the Colonial Developments Acts up to 31 March 1958 was £193 million and the total expenditure was £155 million. The details of this commitment and expenditure are summarised in the accompanying table.

Probably the most important single development has been a series of schemes covering the annual costs of the Swynnerton Plan for the intensive development of African agriculture in Kenya. Grants made for this purpose since April 1955 added up to £4,453,562. Some very large schemes had been undertaken for roads and for water supplies in Africa. Nigeria, for instance, had received grants totalling £3,300 million for federal trunk roads and £3,450 million for regional trunk roads in the northern region; and Northern Nigeria alone had received grants totalling £1,673,333 for rural water supplies. A grant of £470 million had been given for a trunk road in Mauritius, from Port Louis to Forest Side. For port development, Gibraltar had received a

COLONIAL DEVELOPMENT AND WELFARE FUNDS ;
 COMMITMENTS AND EXPENDITURE FROM 1 APRIL 1946 TO 31 MARCH 1958
(In thousands of pounds)

Type of scheme	Commitment		Expenditure
	Amount	Percentage of total funds committed	
Administration and surveys . . .	13,274	6.9	10,652
Communications :			
Roads	32,240	16.7	22,956
Other	8,702	4.5	7,080
Economic :			
Agriculture, fisheries and forestry	27,529	14.2	22,302
Irrigation and soil conservation	8,511	4.4	7,538
Electricity, power and industrial development	920	0.5	260
Social Services :			
Education	35,234	18.3	28,890
Health	17,459	9.0	15,461
Housing and water supplies . .	22,194	11.4	18,222
Other development schemes . .	10,051	5.2	8,802
Research	17,203	8.9	13,255
Total . . .	193,317	100.0	155,418

grant of £300,000 and Sarawak one of £284,900 ; and a grant of £214,974 had been given to St. Kitts for the improvement of Golden Rock airfield. A grant of £312,500 had been made for hurricane reconstruction in Grenada. On the social services side the largest grants had been for university buildings and for housing. For instance, the University College of Rhodesia and Nyasaland had been granted £1,244,250 and the University of Malaya £1.5 million for buildings ; and a grant of £1,193,915 had been made to British Guiana for rural and urban housing.

Effects of Colonial Development and Welfare Assistance.

In all territories the assistance given under the Acts had encouraged governments to plan ahead for development. Taking the non-metropolitan territories as a whole the Colonial Development and Welfare money spent in them probably now amounted very roughly to 15 per cent. of their aggregate government expenditure on development. In the poorer territories and particularly in those that are grant-aided the finance for development plans had been drawn almost entirely from this source and few, if any, capital improvements would have been possible without it. In others, the part played by Colonial Development and Welfare money had been smaller and a greater proportion of the programme had been financed from local budgetary surpluses and loans. Some of the governments in larger territories had tended to devote their Colonial Development and Welfare money to health and education while using loan funds for revenue-earning projects, and this explained the comparatively high percentage for expenditure on social services indicated in the above table.

The benefits of this development work could be seen in terms of rising output (although governments' contribution to this in most territories is indirect), improved social services and a general improvement in basic

equipment such as roads, railways, ports, harbours, power and water supplies. There could be no doubt that these improvements had contributed in some degree to the general economic progress already described.

Continuing Need.

Much has been done, states the report, but more remains to be done, and would moreover have to be done against a difficult background. The territories would be able physically to spend more in the next five years, but on the other hand the problem of financing expanded development would be much harder. The terms of trade of many territories had recently deteriorated. Moreover, in several, the immediate effect of development so far carried out had been to increase demand on government resources. In the short run the cost of running and maintaining roads, schools, hospitals and similar services often exceeded the additions to the national income and government revenue to which they gave rise. Thus the process of development involved striking a difficult balance between what might be thought essential for development in the long run and what could in fact be financed, as regards continuing recurrent expenditure, from local resources. Besides this there were certain special problems presented by the very small territories. Experience showed that the cost per head of administering a territory rose sharply when the population was less than about 50,000 to 100,000. This was mainly because of the impossibility of combining certain services and administrative functions, which had to be organised on a certain minimum scale if they were to be provided at all. Some such territories might have to be permanently subsidised on both capital and current accounts if they were to maintain even the barest minimum level of services. But that in turn would inevitably impose limits on the rate of advance which was possible without undermining the whole financial structure of the territory.

All these considerations suggested that the need for external financial aid to the territories would persist for many years. The main source of such assistance would clearly be the United Kingdom. In addition, therefore, to the new provision for treasury loans, described below, the United Kingdom Government sought Parliamentary approval for a further sum of £95 million under the Colonial Development and Welfare Bill for the period 1959 to 1964 for the continuation of assistance on the existing basis. This was £15 million more than was made available in 1955 for expenditure over five years in territories which then included Ghana and the Federation of Malaya. The Bill provided that the money would become available on 1 April 1959, which was one year before the expiry of the 1955 Act; the year's overlap would eliminate any sag in development expenditure and avoid certain administrative difficulties connected with contracts and training courses. Added to the sum of £43,850,000 which it was expected would remain unspent from the previously approved sum on 31 March 1959, the new provision would place at the disposal of governments of the territories a total of £138,850,000 to be spent during the five years ending on 31 March 1964. About £6,750,000 represented the balances of the Nigerian allocations to be spent before October 1960 and at least £4,750,000 would be needed for the Malta dockyard. What remained for expenditure on other schemes represented an average of £25,470,000 a year compared with a current rate of expenditure (including Nigerian expenditure) of about £20,750,000 a year.

External Loans.

London market. Although the assistance so far provided under the Colonial Development and Welfare Acts had been of considerable importance in the financing of development of the non-metropolitan territories, especially in the smaller and poorer territories, a most valuable contribution had also been made by the investment of privately owned funds through the medium of public loans on the London market. Since their foundation in 1833 the

Crown Agents had been concerned with the issue and management of loans in London on behalf of the non-metropolitan territories, at first by means of bearer bonds and subsequently, with the advent of the Colonial Stock Act of 1877, through registered securities. After 1881 the Agents ceased to issue loans for territories with responsible government. But, with the help of successive Colonial Stock Acts and in particular the Act of 1900 that enabled colonial stocks to qualify for trustee status if certain conditions were satisfied, they had continued to issue many loans for the other territories. During the inter-war years, 1919 to 1939, the territories raised on the London market through the Crown Agents loans totalling over £100 million. Since the end of the Second World War Commonwealth governments participating in the Sterling Area and governments of non-metropolitan territories had had a preferential position in the London market, no other government normally being permitted to issue stock there. The London market in fact provided £187 million for the governments of non-metropolitan territories between 1946 and 1957.

The development of external credit-worthiness was an important part of the preparation for self-government, and the reaction of a securities market or an organisation such as the International Bank to borrowing proposals from a particular government could be a valuable guide to that government to enable it to assess the economic prospects of the territory in relation to the likely availability of external loan finance. So far as the London market was concerned it was the United Kingdom Government's intention that the fullest possible use should continue to be made of the facilities available there for the governments of non-metropolitan territories. Trustee stocks in accordance with the provisions of the Colonial Stock Acts would be issued on the London market whenever suitable opportunities offered. In addition, as announced at the Commonwealth Trade and Economic Conference, held in September 1958 in Montreal, some relaxation had been made in the restriction hitherto imposed on the raising of loans on the London market by subordinate authorities of some Commonwealth governments and all governments of non-metropolitan territories. This permitted subordinate authorities in the territories which were in the nature of public utilities to seek to raise loans for projects of economic development directly or indirectly benefiting the balance of payments of the Sterling Area. It was expected that such borrowings would generally take the form of private placings rather than public issues.

The International Bank for Reconstruction and Development. The United Kingdom Government had always been ready to facilitate an approach by a government of a non-metropolitan territory to the International Bank for Reconstruction and Development for loans for suitable development projects. The International Bank would only lend for sound economic projects which could show a satisfactory return on the capital invested and in cases where the borrowing country appeared able to earn the foreign exchange resources to service the loan. As non-metropolitan territories were not members of the International Bank in their own right, their applications to the Bank were sponsored by the United Kingdom Government and the Bank required a guarantee from that Government in respect of any loan which it made to a dependent territory. Provisions under which such guarantees could be given were contained in the Colonial Loans Acts, 1949 to 1952.

Security of Market Loans by Non-Metropolitan Territories.

No United Kingdom non-metropolitan territory or former territory had ever defaulted on the payment of interest or the repayment of capital in respect of any of its loans. The provisions of the Colonial Stock Acts, 1877 to 1948, and orders made under them ensured that in order that its loans on the London market might qualify for trustee status a territory had to—

(a) provide by legislation for payment from its revenue of any sum payable to stockholders by order of a United Kingdom court ;

(b) satisfy the United Kingdom Treasury that adequate funds as and when required would be made available in the United Kingdom to make a payment required under any such order ;

(c) place on record (by legislation) its view that any legislation enacted by the non-metropolitan legislature which appeared to the United Kingdom Government to alter any of the provisions affecting the stock to the injury of the stockholders, or to involve a departure from the original contract in regard to the stock, would properly be disallowed.

Non-metropolitan territories which had issued trustee stock under the Colonial Stock Acts and which had become independent within the Commonwealth had in the past valued the continuance of trustee status for their loans sufficiently to be ready to continue to accept the conditions laid down by the Colonial Stock Acts. They had done this either by continuing to allow the United Kingdom Government a right of disallowance in respect of legislation affecting the rights of stockholders, or by themselves giving an undertaking in pursuance of the Colonial Stock Act, 1934, that legislation affecting the rights of stockholders would not be passed without the agreement of the United Kingdom Government and that any such legislation would, if necessary, be amended at the request of the United Kingdom Government. The political leaders of emergent Commonwealth territories had shown the value which they attached to continued association with the London market as a source of capital and had demonstrated their readiness to accept the obligations involved.

A peak in the provision of loan finance for non-metropolitan territories' governments from the London market was reached in 1950-52. When plans for the current development period were being made in 1955, it was hoped that a steady flow of external loan finance would be available for the territories. In fact however, there had been a serious shortage, and this, together with the fall in commodity prices with the consequent effect on revenue, had adversely affected the pace of development. Even to finance the rate of development expenditure achieved in certain territories had only been possible by the maximum use of short-term advances in anticipation of loans, so that by the end of the current financial year a number of territories would be in urgent need of loans to retire those short-term advances.

United Kingdom Treasury Loans.

It was against this background that the need for a greater degree of assurance about the availability of external loans for the territories had to be considered, taking into account also the ability of the United Kingdom to make external finance available. In the future, as hitherto, it was the intention that the governments of the territories should continue to look in the first place to the London market for such loans. The territories would also look to such other sources of external funds as might be available to them, but in order to be able to plan development on a reasonable basis the governments of the territories needed to be assured that a basic minimum of external loan finance would in fact be forthcoming at an appropriate time. The United Kingdom Government proposed to take powers to make loans to governments of the territories where it was satisfied that a territory could not raise the funds required for necessary development in other ways. Thus the territories would have greater assurance about the external loan finance they could expect to receive in planning periods, and could accept commitments for essential longer-term development more readily. The United Kingdom Government was therefore inviting Parliament to authorise the provision of loans from the Exchequer towards the cost of approved development programmes in the territories up to an annual ceiling of £25 million and an over-all ceiling in the five-year period from 1 April 1959 to 31 March 1964 of £100 million. In cases where projects for which loans were made continued beyond 31 March 1964, issues for part or all of such loans would be

possible for a period of three years after that date so long as such loans fell within the total limit laid down for the period 1959 to 1964.

It was expected that the governments of the territories would continue to give the main emphasis in their development plans to measures to expand their economic resources and improve services which contributed directly or indirectly to economic development and general advancement. But the proposed objects for which Exchequer loans would be given would allow a slightly greater latitude and would make possible provision of capital expenditure on administrative and security services and on the maintenance of standards of government already achieved, all of which were not considered suitable subjects for Colonial Development and Welfare Schemes. Loans would not, however, be made available for expenditure normally falling on the recurrent budget. In so far as expenditure financed from Exchequer loans involved the purchase of goods imported into the territory concerned, the availability of funds would not be tied by statute to United Kingdom exports. However, the United Kingdom was a competitive supplier in the markets of the territories and a high proportion of development contracts in the territories were secured by United Kingdom firms on a competitive basis. It was expected that the measure now proposed would, therefore, have a valuable effect on the orders coming forward for United Kingdom industry.

It was proposed to consider the period of an Exchequer loan in relation to the individual circumstances of each case, though it was not expected that the period would normally exceed 30 years. The loans would be repayable by means of equated annual instalments of principal and interest combined. The rate of interest would be one-quarter per cent. above the rate at which the United Kingdom Government provided loans for a number of public corporations which in turn was based on its cost for raising money for comparable periods of time. This rate might vary from time to time and consequently different issues of a particular loan might carry different rates of interest. Issues would be made from time to time as the money was needed. The United Kingdom Government would not make an Exchequer loan if, in its view, there was a reasonable expectation that the market would be able to provide the required capital. With the terms just described the annual cost to the borrower of servicing an Exchequer loan was likely to be above the annual cost of servicing a market loan.

As in the case of present Colonial Development and Welfare assistance the responsible minister would require to be satisfied, where the project for which a loan was made involved the execution of any works, that the law of the territory concerned provided reasonable facilities for trade unions and that fair conditions of labour would be observed. In particular the wages paid would have to be at a rate no less than that recognised by employers and trade unions in the area where the works were to be carried out or, if there were no such recognised rates, at rates approved by the responsible authorities. No children under 14 should be employed on the works in any territory and in territories where local law provided for a higher minimum age for the employment of children generally, that higher minimum age would apply.

The Future of Development in the Non-Metropolitan Territories.

According to the report, the United Kingdom Government firmly believed that proposals it was now making were necessary to maintain the rate of territorial development and that, together with the continued use by governments of territories of their local resources, it should be possible to continue to raise the living standards of their peoples. Past experience had shown that the division of external assistance into grant and loan was both necessary and useful and it was therefore proposed that this system should continue. The need for grant assistance and the need for loan assistance were both expected to increase over the next five years and it was now physically possible to maintain a higher level of expenditure than heretofore.

At the same time, it was expected that governments of the non-metropolitan territories should be able to bear the annual charges on the loans they raised by virtue of the increased prosperity that their development programmes would create.

According to the report, the United Kingdom Government was confident that its proposals for financing development of the territories would ensure that their rate of development was maintained and where possible increased. At the same time the governments of the territories would be encouraged to use the resources of the London market, other external markets and the International Bank for Reconstruction and Development and to use their own resources to the full.

LABOUR-MANAGEMENT RELATIONS

AN INDUSTRIAL RELATIONS ACT IN GHANA

An Act¹ for the regulation of industrial relations has become law in Ghana.

Scope of the Act.

The Act aims at maintaining industrial harmony and makes provision for certification of trade unions for collective bargaining, prescribes procedures for settlement of industrial disputes and prohibits unfair labour practices.

The Trades Union Congress.

A corporate central trade union organisation, known as the Trades Union Congress, is established as the sole representative of all Ghana trade unions. The representatives of 24 unions, listed in the Act, form the Congress. Additions to or deletions from the list of unions may be made by order of the Minister responsible for labour questions; but only unions registered under the Trade Unions Ordinance of 10 March 1941 may affiliate with, or remain members of, the Congress. The old Ghana Trades Union Congress is dissolved and all its assets and liabilities have been vested in the new body.

The activities of Congress are subject to the general control of the Government, and the Governor-General may, by order, sequester the assets of Congress if he considers that it has acted in a manner not conducive to the public good, that its funds have been improperly utilised, or that its rules have been flagrantly violated.

Certification of Unions and Collective Bargaining.

Any trade union registered under the Trade Unions Ordinance, 1941, may apply to the Minister for a certificate authorising it to conduct collective bargaining with employers on behalf of a class of workers described in the certificate. The Minister cannot appoint a trade union for a particular class of employees if there is in force a certificate appointing another trade union for that class of employees or even a part of it. All applications for the Minister's certificate must go through the Trades Union Congress. However, if the Congress fails to act within three months the application can then be submitted by the union directly to the Minister. Once a certificate is issued

¹ Industrial Relations Act, No. 56 of 1958 (*Ghana Gazette*, 31 Dec. 1958).

the union acts on behalf of all categories of workers specified in it, whether or not they are members of the union. The certificate is valid only so long as the Minister is satisfied that the union represents at least 40 per cent. of the workers ; otherwise it may be revoked. Before exercising his discretion the Minister may take whatever steps seem appropriate to consult the wishes of the employees of the class specified in the certificate (where necessary, putting the question to a vote). No civil service staff union or association of public servants, teachers or local government or municipal employees may be certified under the Act.

The certified union and the employer are obliged by the Act to set up a joint negotiating committee to discuss terms and conditions of employment. Notice of the constitution of the committee and its rules of procedure must be submitted to the Minister for his approval.

A party on whom notice has been served by the other party must take action within 14 days to enter into negotiations. Failure to do so constitutes an offence. Two copies of every agreement concluded must be sent to the Minister.

Agreements are enforceable in the courts and are binding on the employer and on all the classes of employees specified in the certificate. They must be concluded for a minimum period of one year.

Every agreement must contain provision for final and conclusive settlement, by arbitration or otherwise, of all differences concerning its interpretation between the persons to whom the agreement applies. In the absence of such a provision, the Minister prescribes by order a clause to this effect, which is regarded as forming part of the agreement.

Extension Orders.

The Minister, after consultation with the relevant employers and the Trades Union Congress, has power to extend the provisions of a collective agreement (with or without modification) to other workers in the same area or type of work. Such extension orders subsist only so long as the principal agreement continues in force.

Settlement of Disputes.

The Act requires both sides to make every reasonable effort to reach an agreement, but if either party to a dispute is of the opinion that negotiations have failed it may apply to the Minister for the appointment of a conciliation officer. If no settlement is reached within a further period of two weeks the Minister may appoint a more senior officer to make further efforts at conciliation ; alternatively, he may refer the matter to arbitration if one or both parties consent thereto. The arbitration award, which is subject to confirmation by the Minister, has the same legal force as a collective agreement.

Strikes and lockouts are not permitted until the procedure laid down for settlement of disputes has been exhausted or one party consents to arbitration. They are also unlawful if their object is the furtherance of a dispute on matters which are wholly or partly governed by a collective agreement or which are not to be dealt with by the permanent negotiating committee. Strikes or lockouts involving employees in respect of whom a collective bargaining certificate has not been obtained by any trade union are in all cases unlawful.

Unfair Labour Practices.

Unfair labour practices declared unlawful under the Act include dismissal or victimisation of or discrimination against any employee or union official because of his trade union activities ; interference with the organisation or management of a trade union ; and unreasonable refusal to confer with union officials. It is unlawful for workers or trade unions to solicit union membership or conduct union business on the employer's premises during

working hours, without the employer's written consent. An unfair labour practices tribunal is set up with powers to inquire into and make orders regarding allegations concerning unfair practices.

The law also authorises employers and trade unions to conclude check-off agreements so that union dues can be deducted from wage packets and paid over to the unions and the Trades Union Congress by the employer. An employee has the right to contract out of such check-off agreement.

National Advisory Labour Committee.

Provision is also made for the establishment of a national advisory labour committee. This body will advise the Minister on matters of policy relating to labour and labour relations generally, and on proposals for labour legislation. The committee consists of an equal number of employers' and employees' representatives and a number of other persons (who may include officials in the public service) appointed by the Minister.

MODIFICATIONS IN THE MACHINERY FOR THE SETTLEMENT OF TRADES DISPUTES IN THE UNITED KINGDOM

On 30 October 1958 the United Kingdom Minister of Labour and National Service signed the Industrial Disputes (Amendment and Revocation) Order, 1958¹, which came into operation on 10 December 1958.

The Order revokes the Industrial Disputes Order, 1951², which ceased to have effect on 1 March 1959. The 1951 Order no longer applies to any dispute or issue not reported to the Minister before 10 December 1958.

Effect of the Order.

The new legislation abolishes the machinery set up under the 1951 order for the compulsory settlement of disputes in trade or industry concerning terms and conditions of employment, and brings to an end the operation of the Industrial Disputes Tribunal.

No change has been made in the operation of any of the previously existing systems of voluntary arbitration, including the Industrial Court.

How the Order Was Revoked.

The Minister announced at the quarterly meeting of the National Joint Advisory Council on 22 October 1958³, that the compulsory arbitration of industrial disputes would be brought to an end. The British Employers' Confederation, the Trades Union Congress and the Boards of the Nationalised Industries are all represented on the Council. The Minister said that when the Industrial Disputes Order was made in 1951 it had been announced as an experimental order which would be reviewed immediately if at any time either the workers or the employers wanted it to be discontinued. Consultation on the subject had been in progress since the beginning of 1957 with representatives of the employers' and workers' organisations concerned. The Government had come to the conclusion that in normal times it would be out of keeping with British industrial institutions to enforce at the culmination of a process of wage negotiation a settlement into which one party had to be coerced by law. It had also become evident that com-

¹ *Statutory Instruments*, 1958, No. 1796.

² *I.L.O. Legislative Series*, 1951—U.K. 4. See also *Industry and Labour*, Vol. VI, No. 10, 15 Nov. 1951, p. 405.

³ See *Ministry of Labour Gazette* (London, H.M. Stationery Office), Vol. LXVI, No. 11 Nov. 1958, p. 414.

pulsory arbitration in its main features no longer had the support of the majority of employers.

Background of Compulsory Arbitration in the United Kingdom.

Compulsory arbitration was introduced in the United Kingdom in 1940 by the Conditions of Employment and National Arbitration Order.¹

In 1951 the Industrial Disputes Order was made, replacing the National Arbitration Tribunal by an Industrial Disputes Tribunal, making arbitration compulsory only where requested by one of the parties and replacing the general obligation of employers to observe recognised terms and conditions of employment by an "issues" procedure, whereby the Industrial Disputes Tribunal could decide whether an individual employer should observe such recognised terms and conditions.

The system thus remained compulsory in the sense that if the procedure was initiated by either side the award of the Tribunal was legally binding on those concerned in the dispute.

Future Developments.

The Minister of Labour and National Service stated in the House of Commons in November 1958² that there might be some common ground on both sides of industry which could lead to agreement on the continuation in a new form of the "issues" machinery of the Industrial Disputes Order. A number of informal discussions between the British Employers' Confederation and the Trades Union Congress have taken place since then and it is likely that a clause concerning the "issues" procedure will be inserted in the proposed legislation concerning Wages Councils.

MANPOWER

EUROPEAN COMPETITION FOR APPRENTICE MOULDERS AND CORE-MAKERS

The second European competition for apprentice moulders and core-makers was held in Paris from 24 to 29 November 1958.³

Participation.

The 15 competitors came from the following member countries of the European Committee of Foundry Associations: Denmark (1 candidate), Federal Republic of Germany (3), France (3), Italy (2), Netherlands (3), United Kingdom (3).

Background and Purpose of the Competitions.

The idea of competitions for apprentice moulders and core-makers from the countries belonging to the Committee was discussed for the first time in June 1956 at a meeting of the Committee's Vocational Training

¹ *I.L.O. Legislative Series*, 1941—G.B. 3A and B.

² *Parliamentary Debates, House of Commons*, Vol. 595, No. 17, 19 Nov. 1958, p. 1177.

³ *Wirtschaftsverband Giesserei-Industrie : Giesserei-nachrichten* (Düsseldorf), No. 12, 29 Dec. 1958, p. 182; see also "Technology" (*The Times*, London), Vol. 3, No. 1, Jan. 1959, p. 4.

Subcommittee. In organising such competitions the Committee had several aims : to bring into contact with each other young men of the same age with the same background education and similar interests ; to demonstrate that co-operation in European foundry work is not restricted to heads of undertakings but exists also among young workers ; and to play a part in bringing into the European Common Market from the outset the human element so necessary for its success.

The competitions are also intended to give new impetus to vocational training in this sector of industry and to afford young apprentices an opportunity of comparing their own capabilities and aptitudes with those of young workers in the same trade in other countries. It was also intended to assist instructors and organisers of apprenticeship courses in evaluating the effectiveness of national vocational training programmes in the industry.

The first competition was held at Stuttgart in November 1957, with 14 participants from Austria, Belgium, France, the Federal Republic of Germany, the Netherlands and the United Kingdom.

Rules of the Competition.

Each member association of the Committee is invited to take part in the competition. The rules provide for a maximum of three entrants from each country. The candidates must hold either a journeyman's certificate or equivalent diploma certifying their capacity and knowledge ; they must not be over 19 years of age. The examining board is composed of representatives of each of the participating countries.

Tests Imposed.

The tests continue for three-and-a-half days, and include a practical test (a moulding job involving special points of difficulty) and paper-work (drawing, technical knowledge, essay-writing). The essay test is designed to show the level of the candidates' general education and is not taken into account in the final allocation of marks except in the case of a tie. Secrecy is strictly observed regarding the tests.

Awards.

Each candidate receives an attestation as to the quality of his work. Special prizes are awarded to the top five candidates.

Conclusions.

The organising committee stated that it was fully satisfied with the results of these first two attempts which show that the aims of the competition are well on the way to being fulfilled. It noted that in both competitions there had been an atmosphere of comradeship and that the competitors all showed enthusiasm and a thorough mastery of the theory and practice of their trade. The examiners moreover noted in the second competition a marked improvement in the quality of the candidates' individual work.

Next Competition.

The third competition will be organised in the United Kingdom in 1960.

MIGRATION

IMMIGRATION TO KENYA IN 1956 AND 1957

In its annual report for 1957 the Department of Immigration of Kenya gives information concerning the effects of the Immigration Ordinance of 13 August 1956 and details of immigration in 1956 and 1957.¹

Purpose of the Ordinance.

The ordinance aims at promoting the development of the territory by attracting new capital and skilled labour, at the same time safeguarding the interests of the local population. Under its provisions the Government assumes responsibility for the control of immigration policy and exercises this control through the Principal Immigration Officer.

Classification of Immigrants.

Number of entries. The Department of Immigration recorded 74,009 entries in 1956 and 75,257 in 1957, which represents an increase of about 1.7 per cent. These figures include persons entering Kenya with visitors' passes, who numbered 14,629 (including 11,440 Europeans) in 1956 and 16,412 (including 12,904 Europeans) in 1957. The accompanying table gives information on the professional category and place of origin of the immigrants from Europe and Asia.

The number of European and Asian immigrants who entered Kenya in 1957 for the purpose of engaging in agriculture or animal husbandry is almost double the figure for 1956. The figures for trade, business or professions other than prescribed professions remain about the same. The number of such immigrants entering Kenya who intended to engage in a prescribed (i.e. liberal) profession and of those possessing a minimum assured annual income has more than doubled. The increase in the latter category of immigrants is entirely attributable to arrivals of persons of Asian origin.

Other classes of immigrants. To the totals given in the table should be added the figures for the following classes of immigrants:

- (a) persons entitled to be granted a resident's certificate in Kenya;
- (b) persons in possession of a valid certificate of permanent residence issued in Tanganyika, Uganda or Zanzibar and who can prove that they were resident in one of those territories on 1 August 1948; or children of persons so resident;
- (c) persons in the permanent service of the Government or of the High Commission.

These three classes, which represented 1,553 entries in 1956 and 1,276 entries in 1957, brought the total figure of entry permits issued to 2,694 in 1956 and 2,259 in 1957.

IMMIGRATION TO URUGUAY IN 1957

According to statistics issued by the Uruguayan General Directorate of Migration, 5,111 immigrants entered the

¹ *Department of Immigration Annual Report 1957* (Nairobi, 1958). See also *Ordinances Enacted During the Year 1956*, Vol. XXXV (New Series), pp. 258-284.

NUMBER OF EUROPEAN AND ASIAN IMMIGRANTS IN 1956 AND 1957 CLASSIFIED BY OCCUPATION AND PLACE OF ORIGIN

Profession or occupation	United Kingdom		Italy		Other European countries		Total for Europe		Asia		Total, Asia and Europe	
	1956	1957	1956	1957	1956	1957	1956	1957	1956	1957	1956	1957
Agriculture and animal husbandry ¹ . . .	19	29	1	1	1	9	21	39	1	1	22	40
Prospecting for minerals and mining ¹ . .	1	—	—	—	—	—	1	—	—	—	1	—
Trade, business and professions other than prescribed (liberal) professions ¹ . . .	6	9	4	1	2	2	12	12	6	5	18	17
Manufacture ¹	—	—	—	—	—	—	—	—	1	1	1	1
Prescribed (liberal) professions ¹	23	27	—	—	—	—	23	27	16	21	39	48
Permanently employed persons	601	462	70	58	81	78	752	598	224	94	976	692
<i>Total</i> . . .	650	527	75	60	84	89	809	676	248	122	1,057	798
Persons with assured income	— ²	— ²	— ²	— ²	— ²	— ²	44	38	40	147	84	185
<i>General total</i> . . .	650	527	75	60	84	89	853	714	288	269	1,141	983

¹ Persons engaged in an independent activity.

² Exact figure not given.

country in 1957, while 989 aliens, who had earlier entered the country temporarily, were granted permission to take up permanent residence.¹

The number of immigrants in 1957 was again lower than the figure for the preceding year, which was 6,575 ² (the figure for 1955 was 9,375).

Nationalities.

The great majority of the immigrants in 1957 were Spaniards (3,875, or 75.7 per cent., of the total number of immigrants, as against 67 per cent. in 1956). The number of Italian immigrants decreased from 1,847 (28 per cent.) in 1956 to 904 (17.4 per cent.) in 1957. Portuguese (74 immigrants) and French (52) came third and fourth respectively. The remaining 206 immigrants were drawn from 23 different nationalities or were stateless.

Sex and Age.

More than half of the immigrants (2,813) and less than one-third (305) of the aliens who had earlier entered the country temporarily and were granted permanent residence permits were females.

A breakdown by age groups shows that in 1957, 1,819 of the immigrants (35.5 per cent.) were between the ages of 26 and 55; 1,766 (34.5 per cent.) were between 15 and 25; 1,277 (24.9 per cent.) were under 15 years of age; and 246 (4.8 per cent.) were over 55.

Occupations.

The 3,223 immigrants already in a trade or occupation included 1,135 farmers, 592 students, 287 female domestic servants, 257 dressmakers, 170 carpenters, 107 mechanics, 90 masons and 77 female cooks.

General Trend in Immigration, 1952-57.

During the six-year period 1952-57, a total of 37,464 immigrants entered the country. The peak years were 1952 (6,936) and 1955 (9,375), each followed by two years during which immigration slackened off considerably.

WORKERS' EDUCATION

THE I.C.F.T.U. AFRICAN LABOUR COLLEGE

The first course for African trade unionists was inaugurated on 3 November 1958 at the African Labour College established by the International Confederation of Free Trade Unions (I.C.F.T.U.) at Kampala (Uganda).³

¹ República Oriental del Uruguay, Dirección General de Migración *Memoria correspondiente al año 1957* (Montevideo, 1958).

² For a note on immigration in 1956 see *Industry and Labour*, Vol. XVIII, No. 9, 1 Nov. 1957, p. 356.

³ I.C.F.T.U. : *Free Labour World*, Feb. 1959, p. 67; and Jan. 1959, p. 9; idem : *Information Bulletin*, 15 Nov. 1958, p. 1.

Attendance.

The course, which lasted for four months, was attended by more than 30 African trade unionists from 12 countries or territories (Aden, Gambia, Ghana, Kenya, Mauritius, Nigeria, Nyasaland, Northern Rhodesia, Sierra Leone, the Trust Territory of Somalia, Tanganyika and Uganda).

Origin and Purpose of the College.

The college was established on the recommendation of the I.C.F.T.U. African Regional Conference at Accra in January 1957.¹ Its primary purpose is the training of active trade unionists and officials to serve various national and local trade unions in Africa. Another purpose is to train trade union teachers, persons with the capacity and interest to undertake rank-and-file training programmes. The college is expected to serve as the focal point for stimulating programmes of local training in particular countries, areas or industries.

Teaching Staff.

The teaching staff of the college comprises the Principal, a member of the Swedish Employees' Education Association (a counterpart, for salaried employees and professional workers, of the Swedish Workers' Education Association), and resident lecturers from the United Kingdom (seconded from the British Trades Union Congress), the United States (from the American trade union movement) and Kenya (a specialist in economics). It is expected that in a few years' time the college will be staffed entirely by Africans.

Visiting lecturers participate in the work from time to time. A representative of the I.L.O., after participating in the inauguration ceremony, lectured at the first course during a period of three weeks on the work of the I.L.O. and on workers' education in general.

The Board of Governors.

An advisory board of governors, on which the I.C.F.T.U. African Regional Organisation is to be represented, examines the annual programme, curriculum, admission of students and other matters affecting the college.

Future Educational Programmes.

This first course is being followed by a series of other educational programmes. These will be in the following five major groups of subjects:

- (a) trade union aims, organisation, structure and administration; the manner in which a trade union movement is built up;
- (b) techniques and communication;
- (c) collective bargaining and related problems;
- (d) labour law and legislation; and
- (e) economic and social problems.

The programme of the first course covers most of the subjects in these five groups, with emphasis on teaching the basic principles of trade union organisation, administration and methods.

Languages Used.

Lectures at the college are given in English for the time being, thereby serving mainly countries and territories where English is the principal common language or where a number of trade unionists could benefit from a training programme in English. Two residential courses, each of four to five months' duration, are planned for each year. A number of regional or

¹ See *Industry and Labour*, Vol. XVII, No. 12, 15 June 1957, p. 498.

local courses are expected to be held outside the college in various parts of Africa and some in regional languages such as Swahili.

A Permanent College Building.

The construction of a permanent college building is being financed by the I.C.F.T.U. International Solidarity Fund. Classes are being held in temporary premises pending the completion of the building.

EMPLOYERS' AND WORKERS' ORGANISATIONS

INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS

A WORLD ECONOMIC CONFERENCE OF FREE TRADE UNIONS

A World Economic Conference of Free Trade Unions, held under the auspices of the International Confederation of Free Trade Unions (I.C.F.T.U.), took place in Geneva on 18 and 19 March 1959.¹

Attendance.

The Conference was attended by delegations from 30 organisations affiliated to the I.C.F.T.U. in 28 countries. An Argentinian trade union, not affiliated to the I.C.F.T.U., also sent a delegation. Twelve international trade union secretariats, the United Nations Economic Commission for Europe, the I.L.O., the G.A.T.T. (General Agreement on Tariffs and Trade) secretariat, the Intergovernmental Committee for European Migration, various other intergovernmental organisations and a number of governments were represented.

Mr. A. Geijer, President of the I.C.F.T.U., was in the chair.

Conference Report.

The report circulated to the Conference surveyed the world economic situation with special reference to (a) the recession in industrial countries; and (b) the problems of economically underdeveloped countries (their low living standards and development and the relationship of international trade and the recession to these problems). The report emphasised in particular the stagnation of economic growth in many countries, increased unemployment and underemployment, and the difficulties encountered by primary producers as a result of the depression in the markets of primary commodities. It concluded that governments had responded inadequately to the urgency of the situation, that they should be conscious of the principle that the interests of the community as a whole had always to prevail over narrow special interests and that the needs of other countries had to be carefully considered.

Resolution on World Economic Problems.

In the light of these basic objectives, the Conference unanimously adopted a resolution on World Economic Problems, which is summarised below.

¹ Communication from the I.C.F.T.U.

Full employment and economic expansion. The Conference emphasised the necessity for pursuing consistently and effectively policies of full employment and economic expansion, which would make for steady improvements in living standards and for continuous social progress. With a view to the implementation of these policies the Conference stressed the need for—

(a) developing co-ordinated policies designed to achieve an expanding world economy ;

(b) the furthering of economic and social development in underdeveloped countries ;

(c) increased efforts by the United Nations and the specialised agencies in promoting action by governments ;

(d) the participation of trade unions in the formulation and implementation of economic and social policies.

Development of co-ordinated policies. The Conference urged all governments—

(a) to co-operate in promoting the convening of a World Economic Conference of Free Nations ;

(b) to secure international agreements on measures to stabilise the prices and the markets of primary commodities and co-operate in reducing tariffs and other barriers to international trade, with due consideration of the development needs of underdeveloped countries ;

(c) where the governments of industrialised countries participate in regional economic integration schemes, to take fully into account the interests of other countries.

The furthering of economic and social developments in underdeveloped countries. The governments of industrialised countries were urged—

(a) to increase substantially their financial assistance to economically underdeveloped countries and to regard 1 per cent. of their national income as a indispensable minimum contribution for this purpose ;

(b) in the case of countries whose monetary reserves have risen to a satisfactory level to stimulate imports of commodities and exports of capital ;

(c) to consider the desirability of setting up an international consumer development loan fund to encourage the consumption of basic essentials in developing countries.

The Conference advised the governments of economically underdeveloped countries to adopt development programmes which would make the fullest and most effective use of their country's own resources and which would be accompanied by progressive economic and social policies.

Role of the United Nations and Specialised Agencies. The Conference appealed to the United Nations Economic and Social Council (ECOSOC) and the I.L.O. to devote constant attention to the world economic situation, especially the employment situation.

The United Nations, the United Nations Food and Agriculture Organisation (F.A.O.) and other agencies should continue to promote international commodity agreements.

The United Nations regional economic commissions and the I.L.O. were urged to devote special attention to the means of providing housing in economically underdeveloped countries. The United Nations might consider the desirability of setting up a new specialised agency for housing.

The United Nations Economic and Social Council and F.A.O. should assist governments to build up national food reserves and consider seriously the proposal for the establishment of a world food reserve.

The Conference recognised the contribution of G.A.T.T. to the liberalisation of world trade and thereby to the expansion of world economic

activity. It insisted, however, that constant attention be paid to making G.A.T.T. a more satisfactory instrument of world policy, in particular with reference to the maintenance of full employment and fair labour standards. It urged the G.A.T.T. secretariat—

(a) to encourage nations with favourable balances of payments to make every effort to increase their imports and enlarge their exports of capital; and

(b) where such nations fail to do so, to permit nations affected by balance-of-payments difficulties to impose temporary restrictions on imports from such persistent creditor countries.

Role of the trade unions. The Conference urged governments to ensure the freedom of trade unions to organise and bargain collectively and allow them to participate in the formulation and implementation of economic and social policies; it urged the free trade unions to strive for the adoption of a policy of consistent economic and social progress.

THIRD NATIONAL CONGRESS OF THE PERUVIAN WORKERS' CONFEDERATION

The Third National Congress of the Peruvian Workers' Confederation was held in Lima from 26 to 30 December 1958, under the chairmanship of Mr. L. Cruzado, with Mr. A. Jáuregui as Secretary-General.¹

Background.

Founded in 1944, the Confederation traversed from 1948 to 1956 a period in which difficulties of many kinds prevented it from holding the regular congresses provided for in its rules. It was only in 1956 that it was able to hold its second congress, which reviewed its rules and programme of activities, bringing these into line and intensifying them over the last two years.

Attendance.

Present at the Third Congress were 210 delegates from 65 trade unions, representing 300,000 workers from all sectors in the country. The International Confederation of Free Trade Unions, the Inter-American Regional Organisation of Workers, the Transportworkers' Federation and the American Federation of Labor—Congress of Industrial Organisations were also represented.

Speech by the Minister of Labour.

At the inaugural session the Minister of Labour, Mr. R. E. Aparicio, who represented the President of the Republic, expressed the hope that the Congress would work out constructive solutions that would take into account the state of world and Peruvian affairs, seen as the outcome of economic problems whose solution would demand a considerable effort and a spirit of sacrifice manifesting itself in increased collaboration.

Resolutions Adopted.

The Congress adopted many resolutions on a variety of matters of interest to workers. Among the most important decisions taken, the following may be singled out as particularly noteworthy:

¹ Communication from the Peruvian Workers' Confederation.

Freedom of association. The Government was requested to take the necessary steps to ratify the I.L.O. Freedom of Association and Protection of the Right to Organise Convention, 1948.

International relations. The Congress ratified its affiliation to the International Confederation of Free Trade Unions and the Inter-American Regional Organisation of Workers and recommended to the various national industrial federations that they become members of international trade union organisations.

Education of workers and training of trade union leaders. The education of Peruvian workers is planned and directed by the Cultural Secretariat of the Confederation and a programme will be drawn up to promote solidarity between the central workers' organisation and its trade union affiliates, with a view to eliminating illiteracy and improving the people's education. To improve the workers' standard of education and civic spirit it is proposed to organise seminars and round-table discussions and to set up libraries. The public authorities will be asked to modify the primary and secondary educational system, which should be free of charge, in order to adapt it to the needs of the working class. It was decided to set up special schools in which the leaders of the workers' movement could be trained.

Trade union dues. In view of the need to reinforce the financial position of the trade unions and their federations the Congress adopted a resolution advocating that the practice of deducting union dues immediately from the workers' pay packets should be made general by means of agreements concluded with the employers to that effect. The Congress agreed to press for legislation to make the practice widespread.

Miscellaneous resolutions. Resolutions were also adopted on the revision and consolidation of social legislation, the abolition of social discrimination, the extension of social security to all categories of workers, stability in employment, profit-sharing, a minimum wage, equal pay for equal work, payment of wages for public holidays, severance pay, contracts of employment, protection of women and minors, occupational safety and health, workers' housing and rural dwellings, workers' participation on official bodies of an economic, cultural or social nature, trade union immunity, automation and the establishment of a national council on automation, and on the Latin American Common Market.

Elections.

The Congress appointed the National Executive Committee of the Confederation for the period 1959-62; Mr. A. Sabroso was re-elected Secretary-General and Mr. F. Jara was appointed Under-Secretary-General.

ERRATUM

Vol. XXI, No. 6, 15 March 1959, page 201

APPLICATION OF INTERNATIONAL LABOUR CONVENTIONS
TO NON-METROPOLITAN TERRITORIES

DECLARATIONS BY THE UNITED KINGDOM GOVERNMENT

The Freedom of Association and Protection of the Right to
Organise Convention, 1948, is applicable *with* modifications
in Nyasaland, not “without”, as stated.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Guide for Labour Inspectors

Studies and Reports, New Series, No. 41

This guide, based largely on the provisions of the Labour Inspection Convention adopted by the International Labour Conference in 1947, gives in broad outline the essential principles of inspection and indicates methods and procedures of enforcement, advice and inquiry.

The protective labour laws assumed in this guide to be enforceable by inspectors are those dealing with hours of work and related questions (e.g. meal and rest breaks, overtime and night work), wages, the prohibition of child labour, the various regulated aspects of the conditions under which women and young workers are employed, and industrial safety, health and welfare—in short, the laws and regulations concerning conditions of work and the protection of workers while they are engaged in their work.

Although the protection of the safety and health of workers requires the technical skill of competent specialists, these duties are sometimes assigned to general labour inspectors. For this reason the guide includes a section dealing mainly with general problems of industrial safety and health; and, to assist inspectors who may wish to obtain more specific guidance on the most common safety and health risks, a selected bibliography of publications dealing with such problems is appended.

The study is divided into two parts. The first part deals briefly with standards for organising a system of labour inspection; its purpose is to promote a fuller understanding of the principles underlying the organisation, staffing and procedure of the service. Part II deals more particularly with the techniques and procedures to be applied by inspectors in their work of supervising compliance with protective labour legislation.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

Subscription Rates and Prices for 1959

I. International Labour Review.

Monthly. Articles on economic and social topics. A statistical supplement gives information on employment, unemployment, wages, consumer prices, etc.

Annual subscription : \$6.00, £1 16s.

Price per number : 60 cents, 3s. 6d.

II. Industry and Labour.

Issued twice a month. Information concerning the activities of the I.L.O. and current events in the field of industrial relations, employment, migration, conditions of work, social security and the activities of employers' and workers' organisations.

Annual subscription : \$5.00, £1 10s.

Price per number : 25 cents, 1s. 6d.

III. Legislative Series.

Issued in instalments every two months. Reprints and translations of laws and regulations.

Annual subscription : \$7.50, £2 5s.

IV. Occupational Safety and Health.

Quarterly. A specialised periodical devoted to accident prevention and to the protection of the health of workers.

Annual subscription : \$2.50, 15s.

Price per number : 75 cents, 4s. 6d.

V. Year Book of Labour Statistics.

Employment, hours of work, wages, prices, migration, etc.

Price : paper, \$5.00, £1 10s. ; cloth, \$6.00, £1 16s.

VI. Official Bulletin.

Issued at irregular intervals. Official documents and information concerning the International Labour Organisation, including the texts adopted by the Conference and other meetings.

Annual subscription : \$2.00, 12s.

VII. Minutes of the Governing Body.

Published session by session.

Annual subscription : \$5.00, £1 10s.

VIII. Documents of the International Labour Conference.

Reports submitted to the Conference as a basis for discussion, and Record of Proceedings, including committee reports and decisions adopted.

Annual subscription : \$10.00, £3.

IX. The International Labour Code 1951.

A systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference with appendices and notes. In two volumes.

Price : \$10.00, £3.

X. Studies and Reports on economic and social subjects.

At varying prices.

XI. Other Publications.

Documents of international social or economic importance ; technical papers and pamphlets on current social and economic problems, legislation and administrative practice.

At varying prices.

Any publication may be purchased singly

Inclusive subscription to all I.L.O. publications : per year, \$50.00 ; £15

Publications, catalogues and specimens of periodicals may be obtained from the addresses on the following pages

CORRESPONDENTS

(Concluded)

- Bulgaria:** Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.
- Chile:** Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).
- China:** Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").
- Colombia:** Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).
- Costa Rica:** Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).
- Cuba:** Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).
- Czechoslovakia:** Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.
- Ecuador:** Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").
- Greece:** Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).
- Haiti:** Mr. L. Max FOUCARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haïti").
- Iran:** Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).
- Israel:** Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit Interlab Jerusalem Israel").
- Lebanon:** Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").
- Netherlands:** Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).
- Norway:** Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417 800).
- Pakistan:** Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").
- Philippines:** Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").
- Poland:** Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.
- Portugal:** Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E., Lisbon (Tel. 68 17 31).
- El Salvador:** Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador.
- Spain:** Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").
- Thailand:** Mr. M. DULYACHINDA, Phya Anuraks 152, Pejhuri Road, Bangkok.
- Turkey:** Professor Fadil_Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").
- Union of South Africa:** Mr. L. C. LOOCK, Private Bag 117, Pretoria.
- United Arab Republic:** Mr. Ihsan JOUKHADAR, P.O. Box 2666, Damascus.
- Uruguay:** Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).
- Venezuela:** Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).
- Yugoslavia:** Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio América (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

Latin America: Centro de Acción de la Oficina Internacional del Trabajo para América Latina, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche- et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

Union of Soviet Socialist Republics: Mr. Ivan SADTCHIKOV, Ministry of Foreign Affairs, Moscow.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355).

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

(Continued overleaf)

VOL. XXI, No. 11

1 JUNE 1959

Industry and Labour



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 11

1 JUNE 1959

CONTENTS

International Labour Organisation	Page
Ratifications of International Labour Conventions by <i>Costa Rica</i> . .	399
Application of Conventions to Non-Metropolitan Territories : Declarations by the <i>Netherlands</i>	399
Office Publications and Documents	399
 International Organisations and Conferences	
World Health Study Group on the Mental Health Aspects of Automation	402
 Social and Economic Policy	
Establishment of National Council for the Welfare of the Blind in <i>Israel</i>	403
New Tasks for the <i>Peruvian</i> Institute of Indian Studies	404
 Labour-Management Relations	
The Permanent Joint Committee for the <i>French</i> Textile Industry	405
Legislation on Collective Agreements at the Level of the Industry in <i>Venezuela</i>	406
 Manpower	
A Pan-Pacific Rehabilitation Conference	410
Decision of the <i>Italian</i> Supreme Court with Regard to the Compulsory Employment of Agricultural Workers	411
The <i>United Kingdom</i> National Advisory Committee on Employment of Older Men and Women Ceases Its Activities	412
 Migration	
United Nations High Commissioner for Refugees : First Session of the Executive Committee of the High Commissioner's Programme	413
Immigration to <i>Canada</i> in 1957 and 1958	416
Migration To and From the <i>Federal Republic of Germany</i> in 1956 and 1957	420

Conditions of Work	Page
Study Group on the Mental Health Aspects of Automation	426
Hours of Work in the <i>United States</i>	426
 Social Security 	
An Employees' Provident Fund in <i>Ceylon</i>	428
Legislation to Combat Unemployment in the <i>United States</i> :	
Unemployment Benefits for Ex-Servicemen	429
Extension of the Temporary Unemployment Compensation Act	431
 Workers' Education 	
Seminar on Trade Union Organisation and Economic Problems	432
 Employers' and Workers' Organisations 	
African Regional Activities of the International Federation of Christian Trade Unions :	
A Pan-African Union of Believing Workers	433
Conference of African Confederations of Believing Workers :	
Foundation of a New Congress	435

INTERNATIONAL LABOUR ORGANISATION

RATIFICATIONS OF INTERNATIONAL LABOUR CONVENTIONS

COSTA RICA

On 4 May 1959 the Director-General of the International Labour Office registered the ratification by Costa Rica of the following International Labour Conventions :

Abolition of Forced Labour Convention, 1957 ;
Weekly Rest (Commerce and Offices) Convention, 1957 ;
Indigenous and Tribal Populations Convention, 1957.

APPLICATION OF CONVENTIONS TO NON-METROPOLITAN TERRITORIES

DECLARATIONS BY THE NETHERLANDS

The Director-General registered on 15 May 1959 declarations communicated by the Government of the Netherlands on behalf of the Government of the Netherlands Antilles stating that the following Conventions are inapplicable to this territory :

Food and Catering (Ships' Crews) Convention, 1946 ;
Medical Examination (Seafarers) Convention, 1946 ;
Accommodation of Crews Convention (Revised), 1949.

OFFICE PUBLICATIONS AND DOCUMENTS

REPORT OF THE COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

In preparation for the 43rd Session of the International Labour Conference (Geneva, 1959) the Office has just published the Report of the Committee of Experts¹ set up by the I.L.O. Governing Body to examine information and reports submitted under Articles 19, 22 and 35 of the constitution, by member States of the International Labour Organisation, on the effect given by them to the Conventions and Recommendations.²

¹ For a note on the history and working of this Committee, see *ibid.*, Vol. XVII, No. 10, 15 May 1957, p. 381.

² International Labour Conference, 43rd Session, Geneva, 1959 : *Report of the Committee of Experts on the Application of Conventions and Recommendations (Articles 19, 22 and 35 of the Constitution)*, Report III (IV) (Geneva, I.L.O., 1959). 150 pp. Price \$1.75 ; 10s. 6d. Report III (Part II), containing a summary of the reports on unratified Conventions and on Recommendations supplied under Article 19 of the Constitution, was published some months ago (see *Industry and Labour*, Vol. XXI, No. 3, 1 Feb. 1959, p. 81).

At its 29th Session, held in Geneva from 6 to 18 April 1959, the Committee examined more than 4,800 reports and other items of information furnished by member States of the I.L.O.

Part Two of this Report contains the Committee's observations concerning the information supplied by governments on the application of ratified Conventions in metropolitan and non-metropolitan countries and on the submission of Conventions and Recommendations to the competent national authorities for the enactment of legislation or other action. Governments have an opportunity to reply to these observations during this year's session of the International Labour Conference.

Part Three of the Report contains a survey of the position as regards : (a) freedom of association and protection of the right to organise, collective bargaining and collective agreements ; and (b) co-operation in the undertaking.

The survey on freedom of association and collective bargaining is based on data received from the governments of 160 different countries (74 member States of the I.L.O. and 86 non-metropolitan territories). The Committee analysed the legislation and practice of these countries. It noted the progress realised in recent years in the application of the rights and guarantees enunciated in the Conventions dealing with freedom of association and the right to organise. It also noted some of the obstacles which impede the full application of the relevant Conventions and Recommendations. Thus, with respect to freedom of association, the experts noted that distinctions based on such considerations as occupation, sex, nationality, race, or political views constituted a barrier to the exercise of the right to organise. The Committee also stressed the importance in all countries of maintaining the " rule of law ", which alone could assure respect of fundamental human rights.

With regard to co-operation in the undertaking, the Committee examined reports from 60 member States. It noted that, although works' councils and similar bodies had their origin and even now found their most extensive application in the highly industrialised countries of Europe, they were already playing an important role in other continents, and particularly in the major Asian countries. The Committee also observed that the principle of labour-management co-operation in the undertaking appeared to be generally accepted, and that the main task facing governments, employers and workers was therefore to define in detail the practices to be built on this agreed basis.

RONEOED DOCUMENTS¹

I.L.O. Technical Assistance Mission Reports

Burma :

- Extension of Social Security (ILO/TAP/BURMA/R.14).
- Social Security Administration (ILO/TAP/BURMA/R.17).
- Mine Safety (ILO/TAP/BURMA/R.18).

Ceylon :

The Development of a Textile Industry on a Decentralised Basis (ILO/TAP/CEYLON/R.14).

Chile :

Seguridad en las minas (Safety in mines) (OIT/TAP/CHILE/R.3).

¹ Limited stocks of these documents are available ; copies may be obtained by applying to the I.L.O., Geneva.

Dominican Republic :

Aplicación de un sistema de fijación de salarios mínimos (Administration of a minimum wage-fixing system) (OIT/TAP/REPÚBLICA DOMINICANA/R.2).

Ecuador :

Cuestiones económicas y financieras relacionadas con el proyecto de implantación del salario familiar (Economic and financial aspects of the plan for family wage) (OIT/TAP/ECUADOR/R.4).

Estadísticas del trabajo (Labour statistics) (OIT/TAP/ECUADOR/R.4).

Haiti :

Développement de l'artisanat (Promotion of handicrafts) (OIT/TAP/HAITI/R.2).

Fabrication des briques en terre cuite (Brick-making) (OIT/TAP/HAITI/R.3).

Honduras :

La industria del junco en el departamento de Santa Bárbara (The basket-making industry in the Santa Barbara region) (OIT/TAP/HONDURAS/R.4).

India :

Progress of the Occupational Information and Youth Employment Service and Vocational Guidance Programmes (ILO/TAP/INDIA/R.6).

Indonesia :

Wage Policy and Industrial Relations (ILO/TAP/INDONESIA/R.7).

Social Security (ILO/TAP/INDONESIA/R.10).

Introduction of Methods for the Analysis of Labour Supply and Demand (ILO/TAP/INDONESIA/R.11).

Israel :

Precision Instrument Training (ILO/TAP/ISRAEL/R.7).

Industrial Hygiene (ILO/TAP/ISRAEL/R.8).

Jordan :

Development of Handicrafts (ILO/TAP/JORDAN/R.3).

Malaya :

Productivity Demonstration Mission (ILO/TAP/MALAYA/R.7).

Nicaragua :

Seguridad e higiene en el trabajo (Occupational safety and health) (OIT/TAP/NICARAGUA/R.1).

Organización financiera del seguro social (Financial organisation of social security) (OIT/TAP/NICARAGUA/R.2).

Pakistan :

Social Security Scheme (ILO/TAP/PAKISTAN/R.19).

Philippines :

Labour-Management Relations (ILO/TAP/PHILIPPINES/R.3).

El Salvador :

Legislación laboral y social agrícola (Labour and social legislation in agriculture) (OIT/TAP/SALVADOR/R.3).

Viet-Nam :

Les perspectives du développement économique au Viet-Nam (Future trends in economic development in Viet-Nam) (OIT/TAP/VIETNAM/R.4).

INTERNATIONAL ORGANISATIONS AND CONFERENCES

WORLD HEALTH STUDY GROUP ON THE MENTAL HEALTH ASPECTS OF AUTOMATION

The World Health Organisation convened a study group on the mental health aspects of automation in Geneva from 10 to 15 November 1958.

Attendance.

The group was composed of seven experts from six countries, who represented various branches of medicine and the social sciences ; observers from the International Labour Office and U.N.E.S.C.O. also attended. The Chairman of the group was Dr. A. T. M. Wilson (United Kingdom).

Purpose of the Meeting.

The purpose of the meeting was to compare the existing situation and the experiments carried out in various countries with regard to any repercussions of automation on the mental health of the workers and of the general population. Automation was regarded not only as a new technique but as a new phase in the industrial revolution.

The aim was to define the problem, to ascertain its importance and to determine the main causes of any impairment in mental health that could be connected with the changes introduced by automation with regard to work conditions and the nature of the work as well as with social repercussions. It was intended to base on these initial points a programme of research and activities to be undertaken in the field of mental health.

Discussion and Conclusions.

Broad problems involved. It became clear at the very outset of the discussion that the study of the mental health aspects of automation involved far more than the usual problems of industrial psychology and covered to a greater or lesser degree the whole subject of human life and the social order. It was found first of all that in the present state of knowledge it was difficult to point to the existence of psychological disorders that were specifically connected with automation ; on the other hand the workers' fears that automation would lead to (frequently ill-defined) economic and social upheavals could be sufficient in themselves to create an atmosphere that would tend to give rise to such disorders.

Social problems. It was admitted by all those attending that the occupational repercussions within the undertaking of the use of automated methods was only one aspect of the matter. There was also a close link with family and social problems that could arise out of the introduction of these methods, this being a subject in relation to which the I.L.O. had already made an important contribution.¹ Of these problems alterations in the speed of work, population displacement, housing and increased leisure received special attention from the study group. It was also recognised that major disturbances were also likely to affect office workers, who were generally less accustomed to changes arising out of technical progress than industrial workers.

Information and research work. Much of the study group's time was devoted to consideration and discussion of the nature and method of the research required to arrive at a better knowledge of each of the points under study and of the measures that could be taken to discover mental health disorders, to track down their real causes and to take preventive action. In this connection the experts emphasised the importance of information both for the workers themselves and for employers, trade unions and the general public, as well as the need for a better education of executive and supervisory staff in the field of the psychological and social sciences.

The study group recognised that all this could be achieved only through closely co-ordinated research and through the co-operation of specialists in different sciences, because no aspect of mental health could be considered in isolation from the others. On the international plane the group emphasised the importance of existing and future co-operation among the specialised agencies, particularly W.H.O., the I.L.O. and U.N.E.S.C.O., both in the study of causes and in the search for the most appropriate remedies.

SOCIAL AND ECONOMIC POLICY

ESTABLISHMENT OF A NATIONAL COUNCIL FOR THE WELFARE OF THE BLIND IN ISRAEL

A National Council for the Welfare of the Blind, set up in Israel on the initiative of the Ministry of Social Welfare, had its first meeting on 16 July 1958.²

Membership.

The Council is composed of representatives of the Ministries of Social Welfare, Education, Health, and Labour, The Jewish Agency, the Israel Joint Distribution Committee, the Village of the Blind, the Israel Manufacturers' Organisation, Histadruth (the General Federation of Jewish Labour in Israel), the Social Council, the Jewish Institute for the Blind, the Rehabilitation Centre for the Blind, the Women's League of Israel and several other bodies.

¹ International Labour Conference, 40th Session, Geneva, 1957, Report I, *Report of the Director-General (Part I): Automation and Other Technical Developments: Labour and Social Implications* (Geneva, I.L.O., 1957).

² Communication from the I.L.O. Correspondent in Israel.

Objectives.

The objectives of the Council are—

(a) to establish a philosophy and a policy regarding work for the blind, in all its aspects, on a nation-wide basis ;

(b) to further co-ordination and co-operation among the member agencies ;

(c) to advise government, public and private agencies in matters concerning the blind ;

(d) to further legislation for the blind ;

(e) to further the training of the blind ;

(f) to further the training of professional workers for the blind ;

(g) to further public information regarding the blind ;

(h) to increase employment possibilities for the blind ;

(i) to establish a professional library on blindness, for the use of employees of member agencies ;

(j) to represent Israel in the World Council for the Welfare of the Blind.

Rehabilitation Unit for the Blind.

At the same time a separate unit for the rehabilitation of the blind has been established in the Ministry of Social Welfare. The supervisor of this unit also acts as secretary of the National Council.

NEW TASKS FOR THE PERUVIAN INSTITUTE OF INDIAN STUDIES

By virtue of a presidential decree dated 7 March 1959¹ the Peruvian Government transferred to the Peruvian Institute of Indian Studies the task of carrying out, directly or in collaboration with other national bodies or international missions, all studies and investigations relating to the social and economic problems of the Indian or peasant communities.

These tasks previously devolved upon the office of the Director-General of Indian Affairs of the Ministry of Labour and Indian Affairs.²

The decree stipulates that to carry out these tasks the Institute may undertake experiments in applied anthropology, establish pilot centres and staff training centres and carry out experimental programmes of social, economic and cultural development in those areas of the country where its Technical Council deems it necessary.

The Institute will also be empowered to request the seconding of specialised personnel from official bodies to its own staff where necessary for the constitution of committees of inquiry or for the implementation of programmes. Moreover, the Institute must submit to the Government its conclusions on the studies undertaken, and provide the official bodies at their request with the studies and technical reports which come within its province.

¹ Communication from the Peruvian Institute of Indian Studies.

² For a note on the reorganisation of this Ministry see *Industry and Labour*, Vol. XVIII, No. 11, 1 Dec. 1957, p. 440.

LABOUR-MANAGEMENT RELATIONS

THE PERMANENT JOINT COMMITTEE FOR THE FRENCH TEXTILE INDUSTRY

At the general assembly of the French Textile Industries Union, held in Paris on 18 December 1958, much emphasis was laid on the role of the Permanent Joint Committee for the Textile Industry.¹

Background.

The Permanent Joint Committee was established as a result of an agreement dated 17 October 1957 between the signatories to a "Textile Industry Manifesto" signed on 9 June 1953, in which employers and workers undertook to co-operate within the industry.² The original agreement embodying the Manifesto was followed by a series of agreements relating to the fixing of wages³, a supplementary pension scheme and improvement of production.

Composition of the Committee.

The Committee set up under the agreement of 17 October 1957 is officially entitled the "Permanent Joint Committee Under the Agreement of 9 June 1953". It is composed of nine titular members nominated by the Textile Industries Union, and nine titular members nominated by the trade unions. The organisations concerned also nominate an equal number of substitute members.

Procedure.

The agreement provides that the Committee must meet at regular intervals. The substitute members have the right to participate. A smaller committee, appointed from among the titular members, meets at intervals between the meetings of the full Committee.

The chairman of the Permanent Joint Committee and the smaller committee is alternatively an employers' representative or a workers' representative.

The Textile Industries Union provides the secretariat of both committees.

Role of the Committee.

The role of the Permanent Joint Committee is essentially one of inquiry and study. It has no authority to make decisions; these rest with the signatory organisations.

The Committee's tasks include the following:

- (a) study of general problems of common interest;
- (b) development and promotion of the spirit of co-operation embodied in the agreement of 9 June 1953 in each region and undertaking;
- (c) supervision of the working of agreements concluded within the framework of the 1953 agreement and, in the case of difficulty, suggestions for settling the matter by conciliation;
- (d) promotion of productivity in the industry;

¹ *Le Monde* (Paris), 21-22 Dec. 1958 and *Les Etudes Sociales et Syndicales* (Paris), No. 43, Dec. 1958, p. 14.

² See *Industry and Labour*, Vol. X, No. 8, 15 Oct. 1953, p. 322.

³ For an account of the wage agreement see *ibid.*, Vol. XI, No. 9, 1 May 1954, p. 364.

(e) elaboration of common policies to be adopted before public authorities ; and

(f) study of the problems arising out of the implementation of the European Common Market.

Notwithstanding the fact that the Committee cannot take decisions, it is expected that it will exercise considerable influence on the economic and social problems affecting the industry. The provision regarding the supervision of the working of the agreements at the plant level is considered to be particularly important from this point of view.

LEGISLATION ON COLLECTIVE AGREEMENTS AT THE LEVEL OF THE INDUSTRY IN VENEZUELA

An Act promulgated on 21 November 1958 in Venezuela lays down rules for the conclusion of collective agreements at the level of the industry and for the compulsory extension of such agreements.¹

Otherwise the general rules concerning collective agreements are still to be found in Chapter III of Title II of the Labour Act of 1947.² The preamble to the decree promulgating the Act of 21 November 1958 states that collective bargaining is the most suitable method for achieving a profitable and just understanding between labour and management, which is essential to fruitful industrial peace ; that there is a marked tendency to conclude collective agreements at the level of the industry with a view to establishing uniform general conditions of work ; and that the State should promote and foster the conclusion of collective agreements at the level of the industry in order to contribute to the maintenance of industrial peace.

Labour-Management Conferences at the Level of the Industry.

Convening at the request of the parties. One or more workers' unions or trade union federations or one or more employers or employers' organisations may request the Minister of Labour to convene a labour-management conference to negotiate and conclude a collective agreement for a particular industry. When making the request, the applicant must clearly state to what industry the agreement would apply and what local, regional or national scope it is intended to give to it, and a list of the claims on which the negotiations are to be based must be appended to the application.

Prerequisites for the convening of a conference. The following are to be essential prerequisites for the convening of a labour-management conference by the Minister of Labour :

(a) applications from the employers' side must be made on behalf of a majority of the undertakings in the industry concerned and the workers employed in those undertakings should constitute a majority of those employed in the industry ;

(b) applications from the workers' side must be made on behalf of a majority of the organised workers in the industry concerned and those workers must be employed in the undertaking or undertakings that are asked to bargain collectively.

Notice of convocation. Provided the foregoing prerequisites are complied with, the Ministry of Labour is to order the convening of a labour-management conference, by a notice to be published in the official gazette and in

¹ *Gaceta Oficial*, 87th Year, No. 25818, 21 Nov. 1958, p. 190728.

² *I.L.O. Legislative Series*, 1947—Ven. 2.

the newspapers of the capital of the Republic, for some date not later than 30 days from the date of publication in the official gazette. The notice of convocation is to contain a list of the parties summoned to the conference and a list of those who have asked for it, and is to state clearly the industry with which it is to deal and the local, regional and national scope to be given to it.

Convening of a conference on the Ministry's own initiative. The Ministry of Labour may convene a conference on its own initiative when collective agreements in force in an industry cover a majority of the undertakings and of the workers in the industry concerned, if in the opinion of the Ministry such a step is in the general interest and is required by production considerations or by the desirability of introducing uniform general conditions of work in the particular industry.

Recognition of a Voluntary Meeting of Workers and Employers as a Conference for the Purposes of the Act.

If one or more employers or employers' organisations and one or more workers' unions or trade union federations meet of their own accord to negotiate a collective agreement for a particular industry, they may apply to the Ministry of Labour for recognition of the meeting and ask the Ministry to designate it as a labour-management conference for the industry with whatever local, regional or national scope is mentioned in the application.

After making sure that the group of workers and employers who submitted the application fulfil the necessary conditions, the Ministry of Labour is to designate the meeting as a labour-management conference by a special order to be published in the official gazette and in the newspapers of the capital of the Republic. The Ministry of Labour may also grant such recognition on its own initiative.

Participation of Ministry of Labour in a Conference.

The Ministry of Labour will play a direct part in any labour-management conference through its Directorate of Labour or an official specially appointed by the Ministry.

Effects of a Labour-Management Conference on the Consideration of Claims Pending.

The convening or recognition of a labour-management conference is to lead immediately, at the local, regional or national level in the industry concerned, to the suspension of the legal consideration, whether by way of conciliation or by way of suit, of any claims that concern one or more employers or employers' organisations or one or more workers' unions or trade union federations that have been convened or have come together for the labour-management conference.

If an employer or an employers' organisation or a union or a trade union federation has not been summoned to or has not attended a labour-management conference for the industry to which it belongs, any claims already or subsequently lodged against it are to be considered exclusively with a view to conciliation, and any agreement reached will be conditional on the result of the labour-management conference.

These provisions are not applicable when a labour-management conference comes to an end without producing a collective agreement or without the issue of an arbitration award.

Job Security for Workers during a Labour-Management Conference.

As from the date of publication in the official gazette of a notice of convocation or recognition of a labour-management conference, no employer attending that conference may by direct or indirect means dismiss the workers in his employment without due cause. This prohibition will cease to apply when the proceedings come to an end.

If an employer wishes to discharge a worker (and he must have some really justifiable reason for doing so), he must apply to the labour inspector for authorisation. Having listened to the employer's side of the case this official summons the worker and allows eight working days for the parties to present their case and submit evidence. He must give a decision within a fortnight of the time limit for the submission of evidence. The inspector's decision is final.

Termination of a Labour-Management Conference.

A labour-management conference comes to an end 60 days after it began unless the conference itself agrees to sit longer or unless the Ministry of Labour, at the request of one of the parties or on its own initiative, submits the issue to an arbitration board, in which case the conference will be regarded as having been concluded once the extension has come to an end or once an award has been made.

Effects of Collective Agreements.

Effects on persons not attending the conference. A collective agreement concluded at a labour-management conference is binding on any employer or employers' organisation and any union or trade union federation that was summoned to attend the conference and did not do so.

Parties attending the conference who do not agree with the terms of the agreement. If any parties attending the conference do not agree with the agreement reached, they are to have the fact recorded in the minutes and to mention the clauses on which there is disagreement and the reasons that were given for the disagreement, and they may refrain from signing the agreement; such parties, like any parties that were not summoned to attend, will have the right to oppose the extension of the application of the agreement.

Arbitration.

A majority of the employers' or workers' representatives attending a conference at which no agreement is reached may within 50 days of the opening of the conference apply to the Ministry of Labour to refer the issue to an arbitration board. Once this 50-day period has expired, the Ministry of Labour may also refer the matter to arbitration on its own initiative. In either case, arbitration may be ordered by a special order of the Ministry of Labour which is to be published in the official gazette.

Composition and election of the arbitration board. The arbitration board consists of three members appointed by the Minister of Labour. Each of the organisations represented at the conference, on both the employers' and the workers' side, is to submit the names of one or more candidates to the Directorate of Labour within five days of the publication of the order referring the issue to arbitration. Candidates may not be persons directly connected with the industry concerned. One of the members of the board is to be elected from among the candidates put forward by the employers and another from among the candidates put forward by the workers, and the third, who is to be chairman, is to be appointed by the Minister of Labour and may be removed from office at the Minister's discretion. If one of the parties has not put forward a candidate within the specified time limit, the Minister of Labour will appoint whoever he thinks fit.

Arbitration award. The arbitration award is to be adopted by an affirmative vote on the part of both the employers' and workers' member; if they cannot agree the chairman of the board is to have a casting vote. The time limit for making an award is to be 30 days from the date of appointment of the board, but the board itself may extend the time limit by another 30 days. There is to be no appeal against the award, which is to be published in the

official gazette. Its execution will be compulsory as from the date of publication, and no legal action may release those to whom it applies from the obligation to carry it out.

Term of Validity of Collective Agreements and Arbitration Awards.

The term of validity of a collective agreement at the level of the industry, or of an arbitration award, is to be not less than two years.

Compulsory Extension of Collective Agreements.

The Government may declare a collective agreement concluded at a labour-management conference, or an arbitration award, to be compulsorily extended to all the other undertakings and workers in the particular industry at the request of the labour-management conference or of any of the unions or trade union federations or any of the employers or employers' organisations that are parties to the collective agreement or covered by the arbitration award. The right to apply for a compulsory extension of a collective agreement will expire half-way through the term of validity of the agreement.

Prerequisites for extension. The following prerequisites must be fulfilled for a collective agreement or arbitration award to be compulsorily extended to a whole industry at the local, regional or national level :

(a) the agreement or the award must apply to one or more employers or employers' organisations which, in the opinion of the Ministry of Labour, represent a majority of the undertakings in the industry concerned, and they must have in their employment a majority of the workers employed in that industry ;

(b) it must apply to the union, unions or trade union federation whose membership in the opinion of the Ministry of Labour covers a majority of the organised workers employed at the time in the industry concerned ;

(c) the application for extension must be published in the official gazette and in the newspapers of the capital of the Republic and must set a time-limit for any employer, employers' organisation, union or trade union federation that regard themselves as directly affected by such a compulsory extension to lodge a counter-application with a full statement of their arguments within not more than 30 days of the date of publication of the official notice ; and

(d) by the end of that period, either there must have been no counter-application or any counter-application made must have been rejected by the Ministry of Labour as illegal, inopportune or unjustified.

If, however, a collective agreement cannot be compulsorily extended because the prerequisites laid down have not been fulfilled, it will be sufficient for one or more employers and one or more unions representing workers in the same undertaking to inform the Ministry of Labour of their willingness to become parties to such a collective agreement for the agreement to come fully into force. If the prerequisites laid down are fulfilled as a result of subsequent acceptances of the terms of a collective agreement an extension may be applied for, provided that the statutory period has not expired.

Counter-applications : Procedure. When a counter-application is made within the specified time-limit, the Ministry of Labour is to notify the parties and give them ten working days to make whatever submissions in the way of pleas or evidence they consider relevant. Once that period has expired, the Department is to give a final ruling on the counter-application, and if it is rejected the Ministry is to propose to the Government the issue of a decree providing for the extension of the agreement or award.

When a counter-application is successful the Minister of Labour is to call together the parties and to submit to them the necessary amendments in accordance with the principles underlying the counter-application. If the amendments are approved by the parties concerned, the collective agreement or award is to be declared binding on those who made the counter-

application. The amendments agreed to are to be expressly mentioned in the decree of extension and are to have no effect on those who concluded the original agreement or are covered by the award.

Extension decree. The compulsory extension is to be ordered through a decree of the national Government which is to be approved by the cabinet after consideration of a circumstantial report by the Minister of Labour. The decree may fix special conditions of work for one or more undertakings so as to allow for their capacity to pay, regional conditions and the general interests of the industry.

Effects of an extension. A collective agreement or arbitration award that has been compulsorily extended is to apply notwithstanding any contrary provision of individual contracts or collective agreements, save where the provisions of such contracts or agreements are more favourable to the workers.

Penalties.

Failure to comply with the obligations imposed by the Act are to make an offender liable to a fine of between 100 and 10,000 bolivars.

MANPOWER

A PAN-PACIFIC REHABILITATION CONFERENCE

A Pan-Pacific Rehabilitation Conference, convened by the International Society for the Welfare of Cripples in co-operation with the Government of Australia, was held in Sidney from 10 to 14 November 1958. It was the first regional meeting of the International Society for the Welfare of Cripples to be held in the Pacific area.¹

Attendance.

The Conference was attended by some 700 delegates as well as representatives of the United Nations, I.L.O., W.H.O., U.N.I.C.E.F., the World Veterans' Federation and the International Social Service. The delegates came from Australia, Greece, Hong Kong, South Korea, New Zealand, Pakistan, Philippines, Thailand, Union of South Africa, the United Kingdom, the United States of America and Viet-Nam.

The Conference was formally opened by Field Marshal Sir William Slim, Governor-General of Australia.

Proceedings.

The discussions were mainly of a technical nature and a large number of papers dealing with all aspects of rehabilitation were presented by leading authorities from Australia, New Zealand, other countries of the Pacific region as well as from North America and Europe. Various panel and sectional meetings dealt in detail with such subjects as legislative and voluntary effort for rehabilitation within a welfare State, the need for team work in rehabilitation, the psychological aspects of rehabilitation, medical

¹ Communication from the I.L.O. Correspondent in Australia.

rehabilitation, occupational therapy, physiotherapy, speech therapy, social work, education, vocational guidance, placement and resettlement, employment in industry and in sheltered workshops, workmen's compensation and insurance in relation to employment of the disabled.

Visits.

During the Conference visits were made to a number of rehabilitation centres and other institutions providing services for the disabled.

DECISION OF THE ITALIAN SUPREME COURT WITH REGARD TO THE COMPULSORY EMPLOYMENT OF AGRICULTURAL WORKERS

By a decision dated 30 December 1958 the Italian Supreme Court (*Corte Costituzionale*) declared Legislative Decree No. 929 of 16 September 1947 to be unconstitutional on the ground that it infringed the freedom of private enterprise.¹

Provisions of the Decree Impugned.

Legislative Decree No. 929 had laid down certain rules to ensure full employment in Italian agriculture.² It empowered the *prefetti* (chief civil authority representing the Government in each administrative region) to decide on manpower quotas which employers in farming and forestry would have to employ in their undertakings throughout whole provinces or areas where unemployment was particularly severe.

The Court's Decision.

Article 41 of the Italian Constitution specifically states that private economic enterprise is to be free from interference. The expression "economic enterprise", the Court decided, refers not only to the establishment of an undertaking but also to the operations inherent in its activity and development. Such activities include agricultural ones.

The Supreme Court considered that it could not recognise as legitimate regulations that hampered the economic operations of private persons, particularly since the obligation imposed on agricultural employers to engage a certain number of workers, irrespective of their assessment of their own needs, could not be deduced from the last paragraph of article 41 of the Constitution, which reads as follows: "statutory provision shall be made for appropriate programmes and controls to ensure that public and private economic activity may be directed and co-ordinated with a view to the attainment of social objectives."

The Court also considered that the system of compulsory employment could not be justified under articles 42 and 44 of the Constitution. Although paragraph 2 of article 42 laid down limitations on private property, and although article 44 imposed certain obligations on the private owners of real estate and certain limitations on their ownership, the sole purpose of those provisions was to ensure that owners would comply with their obligations towards society and to allow sensible land use and just social relations.

The Court analysed article 38 of the Constitution, and emphasised that it enshrined the principle that private assistance schemes should be free from interference; moreover, the forms of insurance and assistance to which that article specifically referred were those provided by state agencies.

¹ *Notiziario della Confederazione Generale dell'Industria Italiana* (Rome), 16th Year, No. 2, 20 Jan. 1959, p. 83.

² *I.L.O. Legislative Series*, 1947—It. 5.

Therefore, with regard to involuntary unemployment, the provision of the social assistance that was aimed at was also the duty of the community and not of individuals or certain categories of citizens.

THE UNITED KINGDOM NATIONAL ADVISORY COMMITTEE ON EMPLOYMENT OF OLDER MEN AND WOMEN CEASES ITS ACTIVITIES

The National Advisory Committee on the Employment of Older Men and Women, which was set up in 1952 to advise and assist the Minister of Labour and National Service in promoting the employment of older men and women, was wound up at its final meeting on 27 November 1958.¹

Work Done by the Committee.

The Parliamentary Secretary to the Ministry of Labour and National Service, who acted as chairman of the Committee at this final meeting, reviewed the Committee's work over the past six years.

During its existence, he said, the Committee published two reports, one in October 1953² and the other in December 1955.³ Great publicity had been given to these reports and a great deal of interest had been taken in the employment problems of older workers by employers, trade unions and the public. There was evidence of some success in breaking down the traditional prejudices against the employment of older workers, although much remained to be done in this field.

However, the Minister of Labour and National Service considered that the employment problems of older workers could now best be dealt with through the ordinary means of consultation with industry. That was why the Committee was being wound up.

Future Methods for Dealing with Employment Problems of Older Workers.

The chairman said that the Minister would continue to draw the attention of the National Joint Advisory Council (composed of representatives of employers, trade unions and the nationalised industries) to the problems affecting older workers and to seek the Council's advice from time to time in this connection. The Minister would likewise continue to seek the advice and assistance of local employment committees on local aspects of these problems.

The winding-up of the Committee, he said, only represented a change in the method of dealing with the problem but certainly not any loss of interest by the Government in the subject. The Committee had always taken considerable interest in research into the problems associated with the employment of older workers. The Ministry would continue to co-operate closely in this field with the Department of Scientific and Industrial Research and the Medical Research Council. It would similarly take appropriate action to publish the findings of such research which could be of practical application in industry. Moreover, the Ministry would discuss, in the light of the Committee's work, with the Department of Scientific and Industrial Research and the Medical Research Council, additional steps which might be taken to encourage and direct such research.

¹ *Ministry of Labour Gazette*, Vol. LXVI, No. 12, Dec. 1958, p. 458. A note on the establishment of the Committee appeared in *Industry and Labour*, Vol. VII, No. 12, 15 June 1952, pp. 453-457.

² *Ibid.*, Vol. XI, No. 4, 15 Feb. 1954, pp. 145-148.

³ *Ibid.*, Vol. XV, No. 12, 15 June 1956, pp. 514-517.

MIGRATION

UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES

FIRST SESSION OF THE EXECUTIVE COMMITTEE OF THE HIGH COMMISSIONER'S PROGRAMME

The First Session of the Executive Committee of the High Commissioner's Programme was held in Geneva from 26 to 30 January 1959.¹

Attendance.

The session was attended by representatives of all the governments elected by the United Nations Economic and Social Council as members of the Committee. The Governments concerned are those of the following countries: Australia, Austria, Belgium, Brazil, Canada, the Republic of China, Colombia, Denmark, France, the Federal Republic of Germany, Greece, the Holy See, Iran, Israel, Italy, the Netherlands, Norway, Sweden, Switzerland, Tunisia, Turkey, the United Kingdom, the United States, Venezuela and Yugoslavia.² The Government of the United Arab Republic had sent an observer. The International Labour Organisation, the Intergovernmental Committee for European Migration, the Council of Europe, the League of Arab States and the Sovereign Order of Malta were also represented by observers. The representatives of a number of non-governmental organisations were also present.

Progress Report.

The High Commissioner had submitted to the Committee a progress report concerning the work carried out by his Office and financed by the United Nations Refugee Fund up to 30 September 1958.³ The information contained in the report was supplemented by the High Commissioner in verbal statements.

The Committee was thus informed that, by 30 September 1958, 46,270 refugees (of whom 22,487 came from camps) had been, or were in process of being, settled under the UNREF programme. In addition, about 10,000 refugees had received, or were still receiving, emergency aid. Of the total of 46,270, 26,444 (of whom 9,149 came from camps) had been firmly settled by the above-mentioned date: 19,095 under the programme of permanent solutions, 1,185 under the programme for difficult cases and 6,164 under the programme for the resettlement of European refugees from the Far East. It was estimated that the number of refugees firmly settled under the programme had increased to 28,400 by 31 December 1958.

By 30 September 1958 the total cost of the aid given to refugees under the programme was \$32 million, of which \$12.9 million had been spent or committed by UNREF itself, the remaining \$19.1 million having been

¹ United Nations, General Assembly, Executive Committee of the High Commissioner's Programme, First Session: *Report on the First Session of the Executive Committee of the High Commissioner's Programme*, document A/AC.96/20, 6 Feb. 1959 (mimeographed). For information concerning the origin and functions of the Committee see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 135, and Vol. XX, No. 8, 15 Oct. 1958, pp. 300-301. For information concerning the last (ninth) session of the UNREF Executive Committee, *ibid.*, Vol. XXI, No. 2, 15 Jan. 1959, pp. 63-65.

² *Idem*: Economic and Social Council, Official Records, 26th Session (1-31 July 1958): *Resolutions*: Supplement No. 1, document E/3169 (Geneva, Aug. 1958), p. 13.

³ *Idem*: General Assembly, Executive Committee of the High Commissioner's Programme, First Session: *UNREF Progress Report as of 30 September 1958*, document A/AC.96/4, 27 Nov 1958, Corr. 1, 23 Jan. 1959 and Add. 1, 24 Feb. 1959 (mimeographed).

obtained directly from sources in countries where the programme was in operation. In addition, governments and agencies had provided various services under agreements relating to the execution of particular projects.

The Committee decided to take note of the progress report.

Hungarian Refugees.

The Committee had before it a report¹ on the problem of Hungarian refugees submitted by the High Commissioner, who gave further information orally in the course of the meeting.

The Committee was thus informed that there remained about 15,000 Hungarian refugees in Austria on 31 December 1958; of these, 5,000 were in camps and 1,550 in homes run by voluntary agencies. Of the above-mentioned 15,000 refugees, 5,000 wished to be resettled overseas and over 1,000 in other European countries. In response to a joint appeal made by the High Commissioner and the Director of the Intergovernmental Committee for European Migration (I.C.E.M.) in April 1958, about 4,250 offers of overseas resettlement had been received. With respect to resettlement in other European countries, the Consultative Assembly of the Council of Europe had asked its Committee of Ministers to recommend to governments members of the Council that they admit a proportion of the 1,000 refugees mentioned above. Of the \$3.5 million allocated by the UNREF Executive Committee at its Fifth Session² for the programme of permanent solutions designed to assist Hungarian refugees who were to settle in Austria, \$2.9 million had been spent or committed by 30 September 1958. Further needs of Hungarian refugees in Austria would be assessed later in 1959, when, it was hoped, most of those wishing to emigrate would have left the country.

Since October 1956 more than 4,000 Hungarian refugees had entered Italy, in addition to those admitted in transit. By 31 October 1958 some 3,500 had left that country; of these, about 100 had been voluntarily repatriated and the remainder had emigrated. There were thus still about 550 Hungarian refugees in Italy. The United States Government had announced that it would make 300 visas available to such refugees, and Australia had decided to accept 100 before 30 June 1959. Efforts to promote the emigration of the remaining 150 were continuing.

The deficit of \$6.6 million incurred by the Government of Yugoslavia in consequence of its expenditure on the reception, care and maintenance of Hungarian refugees had been reduced to \$3.6 million, thanks to the generosity of certain governments. The High Commissioner was endeavouring to obtain contributions from other governments with a view to its further reduction.

The Committee decided to take note of the report submitted by the High Commissioner.

Refugees of European Origin in the Far East.

The High Commissioner had submitted to the Committee a document concerning refugees of European origin in the Far East.³

In this document and in a verbal statement to the Committee, the High Commissioner recalled that it had originally been planned to complete the movement of European refugees from the Far East during the three-year period 1959-61. However, in view of the rapidly deteriorating situation, it was the opinion of his Office and of I.C.E.M. and the voluntary agencies that the programme should be completed in one year. He accordingly

¹ United Nations, General Assembly, Executive Committee of the High Commissioner's Programme, First Session: *Progress Report on Programme for New Hungarian Refugees*, document A/AC.96/6, 29 Dec. 1958 and Corr. 1 and 2, 14 Jan. 1959 and 10 Feb. 1959 (mimeographed).

² See *Industry and Labour*, Vol. XVIII, No. 8, 15 Oct. 1957, p. 306.

³ United Nations, General Assembly, Executive Committee of the High Commissioner's Programme, First Session: *Far Eastern Operation*, document A/AC.96/11, 29 Dec. 1958, Add. 1, 28 Jan. 1959 and Corr. 1, 25 Feb. 1959 (mimeographed).

submitted for the approval of the Committee projects involving the expenditure in 1959 of the whole of the amount of \$550,000 allocated by the Ninth Session of the UNREF Executive Committee for assistance to European refugees in the Far East. At the same time, he reserved the right to seek the guidance of the Committee if, as the result of an increased rate of movement, this allocation were to prove inadequate. The Committee was also asked to approve a special project involving the expenditure of \$115,000 on the provision of resettlement grants which would enable 650 refugees to be settled on the land in Latin America.

The Deputy Director of I.C.E.M. informed the Committee that his organisation had moved 2,183 European refugees from the Far East in 1958; of these, 1,004 had gone to Australia and 721 to Brazil. On 1 January 1959 I.C.E.M. had funds available to permit the movement of a further 1,400 refugees. He confirmed that the three-year period originally envisaged for the movement of the 9,500 refugees remaining in China was too long; the programme must be speeded up considerably if it were to be brought to a successful conclusion.

In the course of the discussion on this question, several delegates announced that their respective governments had decided to make special contributions to the cost of the programme relating to European refugees in the Far East. The Deputy Director of I.C.E.M. said that these contributions would enable his organisation to move a further 1,700 refugees.

The Committee approved all the projects submitted by the High Commissioner. It then took note of the document before it.

Action Taken by the General Assembly at Its Thirteenth Session.

The Committee had before it a note prepared by the High Commissioner concerning the action taken by the Thirteenth Session of the General Assembly with respect, *inter alia*, to the following questions: (a) a World Refugee Year; and (b) Refugees in Morocco and Tunisia.¹ The information contained in the note was supplemented by the High Commissioner in a verbal statement.

A World Refugee Year. After considering the views expressed by the Ninth Session of the UNREF Executive Committee on the subject of a World Refugee Year², the General Assembly had adopted a resolution in which it urged member States of the United Nations and of the specialised agencies "to co-operate, in accordance with the national wishes and needs of each country and from a humanitarian point of view, in promoting a World Refugee Year as a practical means of securing increased assistance for refugees throughout the world" and requested the Secretary-General "to take such steps as he may think fit to assist in the promotion of a World Refugee Year in accordance with the present resolution".³

In the course of the discussion on this question various delegates described the steps which were being taken in their respective countries in connection with a World Refugee Year. The Committee heard a statement by the Special Assistant of the Secretary-General for the World Refugee Year who asked that all governments and national committees keep him informed of their activities in this respect, so that this information could be passed on to other countries. The High Commissioner pointed out that it was important not only to raise funds for refugees but also to provide them with migration opportunities and take steps to improve their status in their countries of residence.

¹ United Nations, General Assembly, Executive Committee of the High Commissioner's Programme, First Session: *Action Taken by the General Assembly at Its Thirteenth Session*, document A/AC.96/7, 16 Dec. 1958 (mimeographed).

² See *Industry and Labour*, Vol. XXI, No. 2, 15 Jan. 1959, p. 64.

³ United Nations, General Assembly, Official Records, Thirteenth Session: *Resolutions Adopted by the General Assembly during Its Thirteenth Session*, Vol. I (16 September-13 December 1958), Supplement No. 18, document A/4090 (New York, 1959), p. 25.

In the light of its discussion, the Committee expressed its readiness to do everything within its power to co-operate with the Secretary-General, his Special Assistant and the High Commissioner in implementing the above resolution.

Refugees in Tunisia and Morocco. The United Nations General Assembly had adopted a resolution on the subject of refugees in Tunisia and Morocco in which, after noting the action taken by the High Commissioner in 1958 on behalf of refugees from Algeria in Tunisia and considering that a similar problem existed in Morocco, it recommended that the High Commissioner continue the above action on a substantial scale and undertake similar action in Morocco.¹

The High Commissioner informed the Committee that he was about to launch an appeal for assistance to refugees in Tunisia and Morocco. The United States delegate announced that his Government would contribute the sum of \$100,000 towards the cost of providing such assistance.

The delegate of Tunisia said that there were nearly 125,000 refugees in his country and their number was growing. These refugees were completely destitute and his Government, which had to provide for their education, vocational training and social care, could not also meet their needs for food, clothing and shelter. A similar situation prevailed in Morocco, and the total number of destitute refugees in the two countries was 200,000. Appeals for assistance would not suffice to solve the problem. He therefore suggested that the Committee or the High Commissioner establish a working group of Member governments particularly interested in refugee problems to advise the High Commissioner on ways and means of providing assistance on a substantial scale to the above-mentioned refugees.

The delegate of France said that his Government, while expressing reservations as to the number of persons concerned and their legal status, wished the humanitarian tasks of the High Commissioner to be pursued, pending a final solution of the problem which, in his opinion, could be achieved only through the repatriation of the persons concerned.

The Committee expressed the hope that the High Commissioner would continue his action on behalf of the refugees in Tunisia on a substantial scale and undertake similar action in Morocco, and agreed that he might seek advice informally from a small advisory group of representatives of governments specially interested in the refugee problem.

Schedule of Future Sessions.

The Committee decided to hold two sessions annually, in March or April and September or October respectively. However, in order to facilitate the transition to this schedule, it decided to hold a special session in June 1959.

IMMIGRATION TO CANADA IN 1957 AND 1958

According to statistics published by the Canadian Department of Citizenship and Immigration, 282,164 persons immigrated to Canada in 1957 and only 124,851 in 1958.²

Background.

These two figures should be assessed in the light of those for previous years: the very high immigration figure for 1957 (the highest since 1913)

¹ United Nations, General Assembly, Official Records, Thirteenth Session: *Resolutions Adopted by the General Assembly during Its Thirteenth Session*, Vol. I. (16 September-13 December 1958), Supplement No. 18, document A/4090 (New York, 1959), p. 26.

² Department of Citizenship and Immigration, Ottawa: *Quarterly Immigration Bulletin*, Dec. 1958 (mimeographed).

should be regarded as exceptional and as being due to a series of factors, including the notable development of the Canadian economy, the very active recruitment campaign carried on by immigration missions in Europe and the arrival of many refugees after the Suez and Hungarian crises.¹

About 30,000 Hungarians, or about 11 per cent. of the total number of immigrants, were admitted to Canada in 1957. Moreover, the number of immigrants from every country was considerably higher than it had been in the previous year.² There were twice as many British, Danish, Spanish, Finnish and Portuguese immigrants, almost three times as many Yugoslavs, and an even greater increase in the number of Jews.

Movement of Immigrants in 1957.

There was so much migration to Canada that in order to move the largest possible number of immigrants during the spring and summer months and to distribute them throughout the country, the Department of Immigration was compelled to institute an airlift in co-operation with the Intergovernmental Committee for European Migration. It chartered 207 flights, of which 78 terminated at Toronto, 39 at Edmonton, 17 at Winnipeg and 73 in Vancouver; 17,565 immigrants were moved by this means.

Certain provisions of the immigration laws empower the Canadian Government to grant loans to immigrants in respect of the cost of the trip and other travelling expenses (Assisted Passage Loans Scheme).³ In 1957 loans were granted to 44,275 immigrants (including 24,780 dependants), i.e. 18,295 more than in 1956; and this brings the total number of beneficiaries under the scheme since it came into force in 1951 to 102,113. The total amount advanced over the period 1951-57 was \$16,105,586.

Placement of Immigrants.

According to a statement made by the Minister of Immigration in February 1959, the fall in the volume of immigration in 1958 enabled the Ministry to devote its time to finding permanent jobs for immigrants in 1957 who had not yet settled down and to place without difficulty those of the 1958 immigrants who had landed without having jobs waiting for them.⁴

Analysis of Immigration Figures.

Table I shows the distribution of immigrants by nationality or race in 1957 and 1958. In 1957, as in previous years, most of the immigrants (39.9 per cent.) were British, and that Hungarians accounted for 11.2 per cent. and Germans and Italians 10.4 per cent. of the total. In 1958 Italians were the largest national group, with a percentage of 22.8 per cent., followed by the British (21.3 per cent.) and the Germans (11.5 per cent.). During those two years, immigrants from the Netherlands and the United States were also fairly numerous, the proportions being for the Netherlands 4.3 per cent. in 1957 (6 per cent. in 1958), and for the United States 3.9 per cent. (8.6 per cent. in 1958). The latter category of immigrant consisted mainly of professional people and persons with capital who wished to go into business on their own account.

As in previous years, most of the immigrants went to the provinces of Ontario and Quebec, which received 52.1 per cent. and 19.5 per cent. respectively in 1957, and 51.1 per cent. and 22.7 per cent. in 1958. British Columbia received 13.3 per cent. in 1957 and 10.7 per cent. in 1958, and the prairie provinces 13.1 per cent. and 12.6 per cent., while the maritime provinces received very few—1.8 per cent. in 1957 and 2.6 per cent. in 1958.

¹ Department of Citizenship and Immigration, Ottawa: *Annual Report, 1957-58*, p. 23.

² See *Industry and Labour*, Vol. XVIII, No. 5, 1 Sep. 1957, p. 199.

³ *Ibid.*, Vol. IX, No. 2, 15 Jan. 1953, pp. 34-38; and Vol. XV, No. 6, 15 Mar. 1956, p. 245.

⁴ *House of Commons Debates* (Ottawa), Vol. 103, No. 32, p. 1469.

TABLE I. IMMIGRANTS TO CANADA IN 1957 AND 1958,
BY NATIONALITY AND RACE

Nationality or racial origin	1957	1958
Armenian	272	189
Austrian	2,293	905
Belgian	2,786	1,000
British	112,828	26,622
Chinese	1,669	2,615
Czech and Slovak	307	139
Danish	7,790	1,799
Estonian	221	122
Finnish	2,829	1,258
French	5,471	2,539
German	29,564	14,449
Greek	5,631	5,418
Hungarian	29,825	2,723
Indian	317	451
Italian	29,443	28,564
Japanese	178	188
Jewish	5,472	2,290
Latvian	415	186
Lebanese	348	244
Lithuanian	168	140
Maltese	654	473
Netherlands	12,310	7,595
Norwegian	1,337	471
Polish	2,909	2,996
Portuguese	4,748	2,177
Rumanian	206	130
Russian	375	196
Spanish	1,182	639
Swedish	763	282
Swiss	1,294	793
Ukrainian	494	351
United States	11,008	10,846
Yugoslav	5,725	4,868
Others	1,332	1,193
Total	282,164	124,851

Occupational Distribution of Immigrants.

Table II shows that most immigrants went into the manufacturing, mechanical and construction industries (36 per cent. in 1957 and 28 per cent. in 1958). The proportions of the other occupational groups to which the largest number of immigrants belonged are as follows for the years 1957 and 1958 respectively: labourers, 13 and 15 per cent.; services, 11.6 and 18.2 per cent.; clerical, 11.1 and 10.7 per cent.; professional, 10.6 and 12 per cent. A comparison of these percentages shows that in 1958 Canada received relatively more labourers, persons in service occupations and professional people than in 1957. The increase in the "services" group is very marked.

Distribution of Immigrants by Age and Sex.

Table III shows that in 1957, as in previous years, immigrants to Canada were mainly males, and that only in the higher age brackets (50 years and

TABLE II. OCCUPATIONAL DISTRIBUTION OF IMMIGRANTS, 1957 AND 1958

Occupational group	1957	1958
<i>Destined to the labour force :</i>	<i>151,511</i>	<i>63,078</i>
Managerial	1,216	944
Professional	16,040	7,553
Clerical	16,829	6,745
Transportation	4,127	902
Communication	1,127	327
Commercial	6,132	2,066
Financial	427	163
Service	17,574	11,501
Agricultural	10,838	5,071
Fishing, trapping and logging . . .	827	169
Mining	1,866	344
Manufacturing, mechanical and construction	54,376	17,476
Labourers	19,471	9,388
Others	661	429
<i>Not destined to the labour force :</i>	<i>130,653</i>	<i>61,773</i>
Wives	52,533	24,795
Children	70,673	30,444
Others	7,447	6,534
<i>Total, all groups . . .</i>	<i>282,164</i>	<i>124,851</i>

over) were there more women than men. On the other hand in 1958, for the first time the proportions were reversed and there were more women (51.4 per cent.) than men among the immigrants.

TABLE III. DISTRIBUTION OF IMMIGRANTS BY AGE AND SEX, 1957 AND 1958

Age in years	1957			1958		
	Men	Women	Total	Men	Women	Total
0 to 14	34,337	32,049	66,386	14,599	13,584	28,183
15 „ 19	10,882	9,047	19,929	5,192	5,484	10,676
20 „ 24	29,898	23,894	53,792	11,307	13,626	24,933
25 „ 29	29,328	21,242	50,570	10,363	9,910	20,273
30 „ 34	20,097	15,046	35,143	6,538	6,515	13,053
35 „ 39	12,892	9,419	22,311	4,302	4,156	8,458
40 „ 44	6,907	5,308	12,215	2,449	2,306	4,755
45 „ 49	4,602	3,798	8,400	2,095	2,162	4,257
50 „ 54	2,331	2,759	5,090	1,369	1,901	3,270
55 „ 59	1,298	1,982	3,280	938	1,585	2,523
60 „ 64	666	1,557	2,223	547	1,290	1,837
65 „ 69	521	949	1,470	496	881	1,377
70 and over	467	888	1,355	435	821	1,256
All ages . .	154,226	127,938	282,164	60,630	64,221	124,851

MIGRATION TO AND FROM THE FEDERAL REPUBLIC OF GERMANY IN 1956 AND 1957

The Federal Statistical Office of the Federal Republic of Germany has published figures covering over-all population movements to and from that country in 1957, which can be compared with those for 1956.¹

Net Immigration.

The migration statistics take account neither of the reasons for migration nor of the proposed length of stay, but the proportion of persons recorded as making only a short stay in the Federal Republic is very small because visitors have to notify the competent authorities only after they have spent six weeks within the country and many fail to comply even with this obligation.

Table I shows that the number of persons entering the Federal Republic in 1957 was 648,157, of whom 45 per cent. came from the German Democratic Republic and 12.5 per cent. from West Berlin, while the number of persons leaving the Federal Republic was 231,535, of whom 15.8 per cent. went to the Democratic Republic and 10.7 per cent. to West Berlin.

TABLE I. MIGRATION TO AND FROM THE FEDERAL
REPUBLIC OF GERMANY, 1956-57

Region or country of destination or previous residence or category	Arrivals		Departures		Excess of arrivals over departures or vice versa	
	1956	1957	1956	1957	1956	1957
Berlin	99,950	81,071	22,242	24,807	+ 77,708	+ 56,264
German Democratic Republic	278,036	291,867	30,616	36,676	+247,420	+255,191
Saar	10,452	— ¹	6,910	— ¹	+ 3,542	— ¹
Eastern territories previously belong- ing to Germany .	12,944	77,644	168	1,340	+ 12,776	+ 76,304
Other territories . .	154,288	192,881	160,239	165,295	— 5,951	+ 27,586
Repatriated prison- ers of war	2,763	183	—	—	+ 2,763	+ 183
Unspecified	3,484	4,511	2,289	3,417	+ 1,195	+ 1,094
Total	561,917	648,157	222,464	231,535	+339,453	+416,622

¹ Figures not available.

The extent of migration into the Federal Republic of Germany is due partly to the high number of persons from the eastern territories that previously belonged to Germany (about 78,000 people) and partly to the increase in the numbers coming from certain foreign countries. Under the heading "other territories" there is an excess of arrivals (192,881) over departures (165,295) amounting to about 28,000 people, for the first time

¹ Statistisches Bundesamt, Wiesbaden: *Wirtschaft und Statistik*, New Series, Vol. 10, No. 10, Oct. 1958, pp. 558-561. For 1956 see *Industry and Labour*, Vol. XVII, No. 6, 15 Mar. 1957, pp. 233-237.

since 1950. These figures relate chiefly to the return of German settlers (*Aussiedler*) from Poland (17,000), Czechoslovakia (3,700), Yugoslavia (15,000) and countries of south-eastern Europe (12,000).

The net immigration figure (416,622) represents a proportion of 8.1 per thousand, which is the highest since 1950, when the figure was swollen by the return of about 50,000 prisoners of war. Population increase in the Federal Republic, amounting in 1957 to 716,000 persons, or 14 per thousand, is therefore more a reflection of immigration figures than of an excess of births over deaths (300,000 in 1957).

Emigration.

The term "emigrant" is applied by the Federal Office of Statistics to persons who leave the Federal Republic with the intention of remaining continuously abroad for at least one year and who, prior to their departure, have resided for at least one year in the territory of the Federal Republic, West Berlin, East Berlin, the Saar or the German Democratic Republic.

TABLE II. NATIONALITY AND REGION OR COUNTRY OF DESTINATION OF EMIGRANTS LEAVING THE FEDERAL REPUBLIC BY SEA OR BY AIR, 1956-57

Region or country of destination	1956			1957		
	Ger- mans ¹	Aliens, stateless persons and persons of un- specified nation- ality	Total	Ger- mans ¹	Aliens, stateless persons and persons of un- specified nation- ality	Total
<i>Europe :</i>	28	12	40	— ²	— ²	— ²
<i>American Continent :</i>	49,745	7,847	57,592	38,382	5,725	44,107
United States	28,104	6,906	35,010	16,516	5,098	21,614
Canada	21,192	922	22,114	21,433	593	22,026
Brazil	248	11	259	246	28	274
Argentina	78	5	83	75	3	78
Chile	27	1	28	50	3	53
Venezuela	28	1	29	8	—	8
Other American coun- tries	60	1	61	54	—	54
<i>Africa :</i>	328	1	329	291	5	296
Union of South Africa	323	1	324	257	—	257
Other African coun- tries	5	—	5	34	5	39
<i>Asia :</i>	7	—	7	5	—	5
<i>Australia :</i>	5,967	279	6,246	4,142	369	4,511
<i>Miscellaneous :</i>	11	1	12	49	—	49
<i>Total . . .</i>	56,086	8,140	64,226	42,869	6,099	48,968

Source : *Wirtschaft und Statistik*, op. cit., No. 9, Sep. 1958, p. 507.

¹ Including persons from eastern territories that previously belonged to Germany, and from the German Democratic Republic.

² Figures not available.

Table II is based on figures relating to people leaving the Federal Republic by sea or by air, and therefore does not cover all emigrants.¹ It is not possible to keep tally of departures at all frontier posts owing to the increasing simplification of passport formalities. Moreover, German women who marry members of foreign armed forces stationed in Germany do not have their departure recorded when they leave the country. The figures in the table therefore cannot be regarded as representing more than three-quarters of the total emigration overseas. However, these figures give a fairly accurate picture of the distribution of emigrants by origin, sex, age and occupation.

As shown in table II total German emigration in 1957 was about 23.7 per cent. lower than in 1956. Most emigrants still went to the North American Continent and to Australia but, whereas in 1956 54.5 per cent. of them went to the United States, 34.4 per cent. to Canada and 9.7 per cent. to Australia, in 1957 these proportions altered to 44.1 per cent. for the United States, 45 per cent. for Canada and 9.2 per cent. for Australia. The marked falling off between 1956 and 1957 in migration to the United States is due to the fact that the transport of persons to that country under the Refugee Relief Act² came to an end in the first quarter of 1957.

TABLE III. DISTRIBUTION OF EMIGRANTS BY AGE AND SEX, 1956-57

Age group	1956			1957		
	Men	Women	Total	Men	Women	Total
Under 16 . .	7,849	7,251	15,100	5,509	5,094	10,603
16 to 19 . .	2,304	2,194	4,498	1,892	1,662	3,554
20 „ 29 . .	11,732	8,925	20,657	10,713	7,611	18,324
30 „ 44 . .	7,722	7,860	15,582	5,464	5,359	10,823
45 „ 64 . .	3,431	3,887	7,318	2,321	2,641	4,962
65 and over .	282	541	823	202	354	556
Age unknown	125	123	248	84	85	169
Total . . .	33,445	30,781	64,226	26,185	22,806	48,991

As may be seen from table III, in 1957 there were 53 men and 47 women among every hundred emigrants, this percentage being exactly the reverse of the percentage in the total population of the Federal Republic (women, 53 per cent., men, 47 per cent.).

The largest age group among emigrants (32.2 per cent. of the total in 1956 and 37.4 per cent. in 1957) was the 20 to 29 age group, which accounted for only 15 per cent. of the country's population. The proportion of persons between 30 and 44 years of age was also higher among emigrants than in the population as a whole. The relative size of the under 20 age group was almost the same among persons staying in the country and those emigrating, whereas the over 45 age group was much less well represented among emigrants.

This distribution met both the requirements of adjustment to another way of life and the desires of immigration countries which were more willing to admit young people of working age.

¹ Statistisches Bundesamt: *Statistische Berichte* (Wiesbaden), No. VIII/26/21, 24 Feb. 1958; and No. VIII/26/25, 22 Oct. 1958 (mimeographed).

² See *Industry and Labour*, Vol. X, No. 8, 15 Oct. 1953 (Migration Supplement), pp. 58-61; and Vol. XIII, No. 3, 1 Feb. 1955, pp. 125-127.

Table IV shows that, in 1957, 40.3 per cent. of emigrants were either not gainfully employed or dependants; this percentage was slightly lower than it had been in 1956 (43.4).

TABLE IV. OCCUPATIONAL DISTRIBUTION OF EMIGRANTS, 1956-57

Occupational group	1956			1957		
	Men	Women	Total	Men	Women	Total
Agriculture and stock raising :	995	130	1,125	565	90	655
Industrial occupations and handicrafts :	14,874	3,014	17,888	12,800	2,381	15,181
<i>Mining</i>	386	—	386	399	2	401
<i>Building</i>	3,172	8	3,180	2,417	5	2,422
<i>Metal making and processing</i>	5,823	289	6,112	5,688	219	5,907
<i>Electrical occupations</i>	926	92	1,018	889	96	985
<i>Woodworking and related occupations</i>	1,198	25	1,223	945	9	1,044
<i>Printing and kindred trades</i>	338	138	476	323	142	465
<i>Textiles and clothing</i>	736	1,704	2,440	504	1,286	1,790
<i>Leather and pelts</i>	274	89	363	200	72	272
<i>Foodstuffs</i>	1,247	246	1,493	888	192	1,080
<i>Miscellaneous</i>	774	423	1,197	547	358	905
Technical occupations :	1,069	84	1,153	944	57	1,001
Commerce and communications :	4,019	2,500	6,519	2,980	2,664	5,644
Domestic, health and welfare work :	363	2,713	3,076	234	1,780	2,014
Administrative and legal occupations :	907	1,676	2,583	618	1,082	1,700
Professional and artistic occupations :	351	413	764	308	302	610
Not gainfully employed :	9,008	18,874	27,882	6,370	13,362	19,732
Unspecified :	1,859	1,377	3,236	1,360	1,071	2,431
Total . . .	33,445	30,781	64,226	26,179	22,789	48,968

Emigrants in the industry and handicrafts group accounted for 27.8 per cent. of the total in 1956 and 31 per cent. in 1957. In this group the largest sub-groups are metal making and processing (34.1 per cent.), followed by the building trades (17.8 per cent.) and textiles (13.6 per cent.). In 1957 the percentages were 38.9, 15.9 and 11.8 respectively. The proportion of emigrants in the commerce and communications group (10.1 per cent. in 1956) increased in 1957 (11.5 per cent.).

Immigration.

The term "immigrant" is applied by the Federal Office of Statistics to a person who enters the Federal Republic with the intention of remaining there for at least one year. Germans returning to the Federal Republic are counted as immigrants if they have been abroad for at least one year. Persons coming from Berlin, the German Democratic Republic or the Saar are not counted as immigrants.

TABLE V. NATIONAL OR RACIAL ORIGIN AND REGION OR COUNTRY OF PREVIOUS RESIDENCE OF IMMIGRANTS, 1956-57

Region or country of previous residence	German nationals	Aliens and stateless persons			Nationality unknown	Total
		<i>Volksdeutsche</i>	Others	Total		
<i>Europe :</i>	5,448 (5,041) ¹	4,797 (6,588)	1,148 (1,297)	5,945 (7,885)	2,233 (3,804)	13,626 (16,730)
Austria	4,336 (4,339)	131 (220)	420 (661)	551 (881)	943 (1,903)	5,830 (7,123)
Czechoslovakia	10 (82)	624 (1,202)	62 (74)	686 (1,276)	1 —	697 (1,358)
France	94 (205)	2 (3)	12 (14)	14 (17)	— (6)	108 (228)
Hungary	26 (35)	227 (263)	93 (154)	320 (417)	65 (50)	411 (502)
Switzerland	215 (145)	— (1)	43 (43)	43 (44)	— —	258 (189)
Yugoslavia	145 (103)	3,492 (4,789)	291 (173)	3,783 (4,962)	1,140 (1,786)	5,068 (6,851)
Other European countries	622 (132)	321 (110)	227 (178)	548 (288)	84 (59)	1,254 (479)
<i>American Continent :</i>	1,293 (844)	19 (16)	73 (41)	92 (57)	— (7)	1,385 (908)
<i>Africa :</i>	46 (35)	— —	1 (10)	1 (10)	— —	47 (45)
<i>Asia :</i>	39 (57)	8 —	12 (11)	20 (11)	— —	59 (68)
<i>Australia :</i>	194 (46)	— (3)	11 (14)	11 (17)	2 —	207 (63)
<i>Miscellaneous :</i>	5 (14)	— (1)	— (4)	— (5)	— (3)	5 (22)
<i>Total . . .</i>	7,025 (6,037)	4,824 (6,608)	1,245 (1,377)	6,069 (7,985)	2,235 (3,814)	15,329 (17,836)

¹ 1956 figures in brackets.

Table V shows that the total number of immigrants from other European countries has been falling off steadily (17,397 in 1955, 16,730 in 1956, 13,626 in 1957). The internal distribution of this group has altered and the number of *Volksdeutsche*¹ fell from 10,813 in 1955 to 6,588 in 1956 and 4,797 in 1957, while the number of Germans increased. The size of the latter group increased threefold from 1955 to 1956, and there was a further rise in 1957. Returning Germans accounted for 33.8 per cent. of the total number of immigrants in 1956 and 45.8 per cent. in 1957. Most of them came from Austria.

TABLE VI. DISTRIBUTION OF IMMIGRANTS BY AGE AND SEX, 1956-57

Age group	1956			1957		
	Men	Women	Total	Men	Women	Total
Under 16	2,064	1,974	4,038	1,699	1,692	3,391
16 to 20	571	566	1,137	867	592	1,459
21 „ 24	881	660	1,541	740	424	1,164
25 „ 29	936	720	1,656	842	549	1,391
30 „ 39	1,153	1,341	2,494	983	1,156	2,139
40 „ 49	1,031	1,270	2,301	789	1,028	1,817
50 „ 64	1,185	1,749	2,934	1,052	1,483	2,535
65 and over	653	1,018	1,671	518	875	1,393
Age unknown	30	34	64	19	21	40
Total	8,504	9,332	17,836	7,509	7,820	15,329

TABLE VII. OCCUPATIONAL DISTRIBUTION OF IMMIGRANTS, 1956-57

Occupational group	1956	1957
Agriculture and stock raising :	839	763
Industrial occupations and handicrafts :	3,188	2,895
<i>Mining</i>	127	196
<i>Building</i>	671	530
<i>Metal making and processing</i>	884	851
<i>Electrical occupations</i>	125	117
<i>Woodworking and related occupations</i>	330	296
<i>Textiles and clothing</i>	453	395
<i>Leather and pelts</i>	158	126
<i>Foodstuffs</i>	231	236
<i>Miscellaneous</i>	209	148
Technical occupations :	231	238
Commerce and communications :	566	653
Domestic, health and welfare work :	448	387
Administrative and legal occupations :	179	120
Professional and artistic occupations :	138	141
Not gainfully employed :	10,324	8,469
Unspecified :	1,923	1,663
Total	17,836	15,329

¹ Persons of German racial origin who were residents and citizens of countries outside the political boundaries of Germany before the Second World War.

Table VI shows that in 1956 over one-fifth of the total number of German immigrants were children and young persons (22.6 per cent. in 1956 and 21.2 per cent. in 1957). Among adults the largest age groups in order of size were the 50 to 65 age group (16.4 per cent. of the total in 1956 and 16.5 per cent. in 1957) and the 30 to 40 age group (14 per cent. in 1956 and 13.9 per cent. in 1957). From 30 onwards there were more women than men among the immigrants.

As shown in table VII, 57.9 per cent. of immigrants in 1956 were either not gainfully occupied or dependent persons, the proportion falling off slightly in 1957 (55.2 per cent.). The industry and handicrafts group accounted for 17.9 per cent. of immigrants in 1956 and 18.9 per cent. in 1957.

CONDITIONS OF WORK

STUDY GROUP ON THE MENTAL HEALTH ASPECTS OF AUTOMATION

A note on a study group on the mental health aspects of automation, which was convened in Geneva from 10 to 15 November 1958 by the World Health Organisation, appears on page 402.

HOURS OF WORK IN THE UNITED STATES

Information on hours of work in the United States has been published by the Department of Labor.¹

Background.

The information is the result of a survey of wages and related conditions of work carried out by the Department's Bureau of Labor Statistics during the winter months of 1957-58.² Information in respect of the scheduled and basic work weeks applying in the country as a whole, derived from prevailing provisions in the 17 main labour-market areas covered by the survey, is summarised below.

The article refers to two types of provisions: (a) those which lay down scheduled hours of work; and (b) those which lay down a regular number of hours a week (a basic work week) above which overtime rates, usually at time-and-a-half, are payable. The great majority of workers in industry were employed under (b), the usual provision being for overtime pay for work in excess of 40 hours a week.³

Scheduled Hours of Work.

Plant workers. In all the 17 labour-market areas covered by the survey, the percentages of plant workers on a scheduled week of 40 hours ranged

¹ United States Department of Labor: *Monthly Labor Review*, Vol. 81, No. 12, Dec. 1958, pp. 1374-1381.

² See *Industry and Labour*, Vol. XXI, No. 7, 1 Apr. 1959, p. 261.

³ The relationship between scheduled hours and basic or regular weekly hours, frequently identical, is explained at length in an article on hours of work in the *Monthly Labor Review*, Vol. 81, No. 2, Feb. 1958, pp. 133-141.

from 65 per cent. in one area to 94 per cent. in another ; and in ten areas over 80 per cent. of them were on this schedule. The percentages of these workers on scheduled weeks of less than 40 hours ($37\frac{1}{2}$ hours or less) ranged from 20 per cent. in one area down to 2 per cent. in two areas. There were, however, some workers in all areas on such schedules. Scheduled weeks of more than 40 hours applied for 33 per cent. of plant workers in one area, while the percentages on similar schedules in all other areas ranged from 1 to 23 ; only 1, 2 or 3 per cent. of the plant workers in ten areas had a scheduled work week of over 48 hours.

Office workers. The proportion of office workers on scheduled weeks of less than 40 hours was considerable compared with the relatively small proportion of plant workers on similar schedules. In one area (New York City) 90 per cent. of office workers had a scheduled week of less than 40 hours (56 per cent. of them had a scheduled week of 35 hours) ; the proportions on these schedules in other areas ranged from 11 to 66 per cent. The 40-hour schedule applied to more than 60 per cent. (up to 86 per cent.) of office workers in 13 of the 17 areas, the percentages in the remaining areas being much lower. Relatively few office workers had a schedule of over 40 hours.

Basic Work Week.

Of all the workers covered by the survey, 79 per cent. of the plant workers and 93 per cent. of the office workers were in establishments with provisions for the payment of overtime rates for work above specified regular hours a week (i.e. a basic work week).

Plant workers. For most of the plant workers in establishments of this type the basic work week was 40 hours, after which time-and-a-half rates were paid. This was the case for 94 per cent. of the plant workers in one area, and more than 80 per cent. of them in all but five of the 17 areas. Some plant workers in all areas had a basic work week of less than 40 hours, but the percentages were relatively small—mostly 8 per cent. and under. The number of plant workers in most areas who had to work more than 40 hours before receiving overtime rates was very small.

Office workers. The same rate of time-and-a-half was payable to office workers for overtime. More office than plant workers had a basic work week of less than 40 hours—up to 23 per cent. in two of the areas—but the large majority, like the plant workers, had a basic week of 40 hours. Over 90 per cent. of such workers in nine areas had a 40-hour basic week. The corresponding figure in the remaining areas was approximately 68 to 88 per cent.

Trend during the Last Five Years.

A comparison was made between the work weeks applying at the time of the survey and the position in 18 identical areas according to a survey carried out in 1952-53. The proportion of plant workers in all areas on a 40-hour scheduled week rose from 74 to 82 per cent. during the period, and those with a scheduled work week of over 40 hours decreased from 20 to 8 per cent. In the case of plant workers with a basic work week the percentage on a 40-hour week remained much the same (86 per cent. in 1952-53 and 87 per cent. in 1957-58). However, the total proportion with basic weeks of over 40 hours declined from 5 to 2 per cent. The total proportion of workers with basic weeks of less than 40 hours rose from 4 to 6 per cent. In respect of office workers, the change during the five years in the over-all position was not significant either for those on scheduled hours or for those on a basic work week.

The survey ends with the following remarks : " What part of these changes was attributable to economic conditions or trends in the five-year period is open to question. That at least some of the reductions in the work

week may be permanent is suggested by the increased proportions of workers who are covered by provisions for payment of weekly overtime at premium rates of pay after fewer than 40 hours a week."

Other Overtime Provisions.

While the common overtime rate was time-and-a-half, in three areas an appreciable proportion of plant workers were entitled to double time. Graduated scales (time-and-a-half for a specified number of overtime hours and double time thereafter) were also found in scattered instances.

Provisions for the payment of overtime rates in relation to regular weekly hours of work were much more prevalent in all areas than provisions for overtime rates in relation to daily regular hours.

SOCIAL SECURITY

AN EMPLOYEES' PROVIDENT FUND IN CEYLON

An Act¹ to establish a provident fund for certain classes of employees was assented to in Ceylon on 9 May 1958 and is in force since 1 June 1958.

Range of Persons Protected.

Provisions of the Act. The occupations to be covered by the Fund were to be determined by regulations. According to the Act, the list of occupations could include all types of employment including employment in the service of a corporation whose capital is wholly or partly Government-owned. The regulations could exclude—(a) persons in the service of an employer who has less than a prescribed number of employees; (b) day labourers; (c) employees over 55 years of age (in the case of men) or 50 (women) on first entering the Fund; and (d) a wife employed by her husband. Varying minimum qualifying ages for admission to the Fund might be prescribed for each different type of employment. The regulations could also exclude certain categories of employees in a given trade by prescribing certain qualifying conditions (amount of remuneration, etc.).

Persons excluded by regulations. The regulations have since been issued by the Minister of Labour, Housing and Social Services on 23 October 1958.² According to these regulations the Act covers (a) employment of every kind except government or local government employment; and (b) employment outside Ceylon in any trade or business which would be covered by the Fund if it were in Ceylon. Directors, partners, persons employed in managerial, executive or technical grades for whom superannuation benefits, etc., are provided under a provident fund or pension scheme established and administered outside Ceylon are excluded. The regulations also exclude (a) persons employed in such managerial, executive or technical grades, or directors or partners nor ordinarily resident in Ceylon; (b) persons employed "by the day or by the job or by the journey"; and (c) a wife employed by her husband.

¹ The Employees' Provident Fund Act, No. 15 of 1958.

² Employees' Provident Fund Regulations (Supplement to the *Ceylon Government Gazette*, 31 Oct. 1958.)

The regulations also prescribe a minimum age limit of 14 years for admission to the Fund, and give details of procedure and modes of obtaining exemptions from the above rules.

Exemptions Under the Act.

A provident fund or a contributory pension scheme which is already in existence may be approved by the Commissioner of Labour, in which case the employees covered by the fund may be exempted from becoming members of the newly established Employees' Provident Fund.

Contributions.

All employees and their employers must pay contributions to the Fund for each month of employment. The employee's contribution is 4 per cent. of his earnings and the employer pays 6 per cent. of the whole payroll by way of global contribution for his employees as a whole.

An employee and his employer may choose to pay higher contributions ; once made, such choice is irrevocable.

The interest on contributions is not less than 2½ per cent. per annum. If the assets of the fund exceed liabilities by 10 per cent this rate of interest may be increased. Where the income from capital invested by the Fund is insufficient to cover the interest payable to members the amount of the deficit will be met out of money provided by Parliament for the purpose.

Benefits.

The Fund provides old-age, invalidity and survivors' benefits in the form of a lump sum paid on retirement at the age of 55 (in the case of men) or 50 (women). The lump sum is equal to the total contributions paid by employer and employee to the credit of the employee's individual account, plus at least 2.5 per cent. of the interest accrued.

The lump sum is also paid if a member has to leave his employment on account of permanent total incapacity certified by a registered medical practitioner, or if a female worker leaves her employment on marriage. It is also paid, on the insured person's death while still in employment, to a survivor nominated by the insured person as his beneficiary or, failing such nomination, to his legal heir.

Claims Procedure.

The lump sum is paid to the entitled persons on presentation of a claim in a prescribed manner. The claim is upheld or rejected by the Commissioner of Labour or by an officer appointed by the Commissioner for the purpose. There is also a tribunal of appeal.

Administration.

The general administration of the Fund is entrusted to the Commissioner (this includes his deputy or assistant). He appoints the necessary staff for administration of the scheme.

The Fund, the contributions received, the operations of paying benefits certified by the Commissioner and the investments carried out by the Fund are all controlled by the Monetary Board. The income from investments carried out by the Fund is exempt from income tax.

LEGISLATION TO COMBAT UNEMPLOYMENT IN THE UNITED STATES

UNEMPLOYMENT BENEFITS FOR EX-SERVICEMEN

An Act (the Ex-Servicemen's Unemployment Compensation Act of 1958)¹ dated 28 August 1958 extends unemploy-

¹ Public Law 85-848.

ment insurance protection to members of the armed forces and applies to periods of unemployment ended on or after 28 October 1958.

Temporary Legislation Superseded.

The new Act puts on a permanent basis the protection afforded by special temporary legislation passed in 1946 to protect veterans of the Second World War and in 1952 for veterans of the Korean campaign. It amends Title XV of the Social Security Act¹, which had formerly provided protection only for civilian employees of the federal Government.

How the Compensation Is Administered.

The Act provides that service in the armed forces is to be treated as federal government service for the purposes of unemployment insurance benefit rights under Title XV. As in the case of civilian government employees, benefits will be financed by the federal Government, but paid under provisions of the state laws. The law applicable is that of the state in which the ex-serviceman first files an unemployment insurance claim (establishing a valid benefit year) after his last discharge or release from military service.

Need for Legislation.

The need for the legislation was attributed to the expiry of the previous temporary Acts of 1946 and 1952, to the fact that during the fiscal years ending in 1958 and 1959 a total of some 850,000 persons who had entered military service on or after 1 February 1955 would be discharged from the forces; that 600,000 more would be discharged in each of the following three years, and that none of these people would be entitled to unemployment insurance until they built up rights anew by being in insured employment.

Under the 1958 Act the serviceman's military pay is treated as wages earned in employment insured under state laws. This does not constitute a special reward for military service but affords the protection against unemployment which the individual would probably have acquired had he not been in the forces.

Conditions for Entitlement.

At least 90 consecutive days' military service are required for entitlement, unless the ex-serviceman obtained his discharge earlier because of a service-insured disability; he must not have had a "bad conduct" or dishonourable discharge (this also applies to officers who have been obliged to resign their commissions for disciplinary reasons).

The Act applies to an ex-serviceman whose latest discharge occurred after 28 October 1958, or who was discharged earlier, if he had entered military service after 31 January 1955. Ex-servicemen are not entitled to receive the unemployment benefits for periods covered by extra pay on discharge or periods during which they are in receipt of an education, training or subsistence allowance.

Amount of Benefit.

The amount of wages upon which his benefit is computed is determined by his rank on discharge, according to a schedule drawn up by the Secretary of Labor which specifies the rate of remuneration applicable for each pay grade. The schedule gives equivalent amounts in proportion to the various elements of military pay (in cash and in kind). The following are a few examples:

¹ I.L.O. Legislative Series, 1935—U.S.A.2 . . . 1952—U.S.A.1.

(a) A private first-class would receive the maximum weekly unemployment benefit payable in 20 states, ranging from \$26 to \$35; in the other states his benefit would range from \$27 to \$37; and in 12 states it would be within \$3 of the maximum.

(b) A sergeant would receive the maximum weekly amount payable in all but six states.

(c) A private first-class with 12 months' military service in his reference period or an equivalent combination of military and insured civilian service would receive benefits for the maximum duration in all states.

EXTENSION OF THE TEMPORARY UNEMPLOYMENT COMPENSATION ACT

By an Act dated 31 March 1959¹ the benefits of the United States Temporary Unemployment Compensation Act of 4 June 1958² have been extended until 30 June 1959; to benefit from the extension claimants must have applied for temporary unemployment benefits before 5 April 1959.

Background.

The 1958 Act had made federal funds available for paying benefits to unemployed workers who had exhausted their benefit rights under state (as opposed to federal) unemployment insurance laws after 30 June 1957. Agreements have been made between the United States Department of Labor and the states under which the latter act as agents of the federal Government for the purpose of paying temporary unemployment benefits. The states were given the option of participating in or remaining outside the scheme. They could participate to the extent of covering unemployed persons who had exhausted their rights under state unemployment relief programmes or exhausted their rights as federal civilian employees or as veterans. Agreements would be made to cover one or more of these groups.

The 1958 Recession.

The temporary benefits were designed to meet the substantial increase in unemployment which accompanied the recession conditions of 1958, as a result of which the unemployment insurance scheme was considerably overburdened, the number of persons exhausting their unemployment benefit rights being approximately 1.75 million during the year ended 30 June 1958. Benefit expenditures reached nearly \$2.75 billion during the same 12-month period, as compared to \$1.50 billion in the preceding period.³

Amount of Temporary Benefit.

Under the temporary benefit programme, a claimant who has exhausted his unemployment benefit rights is entitled to temporary benefits amounting to one-half of the figure he received during the benefit year immediately preceding his application (in effect, the temporary benefits are paid at the same weekly rate for half the number of weeks for which a claimant qualified under the regular state programme). The earliest date of federal supplementation was 19 June 1958, but later dates could be provided for in the respective state-federal agreements.

¹ Public Law 85-441.

² Public Law 86-7.

³ See United States Department of Labor: *Monthly Labor Review*, Vol. 81, No. 11, Nov. 1958, pp. 1236-1242.

How the Scheme Is Financed.

The difference between the cost of financing the temporary benefits and the usual state benefits is being met by Congressional appropriations. Each state, however, is to restore the expenditures made from federal funds, beginning not later than 1 January 1963, by having the federal Government take a larger share than its customary 10 per cent. of the 3 per cent. tax levied on employers to finance unemployment insurance. The increase in the portion of the tax paid directly to the federal Government is to remain in force in each state until the state has restored its supplementary benefit expenditures, plus its share of administrative expenses.

How the Scheme Has Worked so Far.

Since the commencement of the 1958 Act some 35 states (accounting for over 75 per cent. of covered employment) have signed agreements to pay benefits to one or more of the three groups referred to above. A number of states enacted legislation to use their own reserves, rather than federal funds, to supplement benefits to workers who had exhausted rights based on state-covered employment (excluding federal employees and veterans, whose supplementation in any case is the exclusive responsibility of the federal Government). By the end of September 1958 nearly 1 million persons had received some supplementary payments, amounting to \$220 million, averaging over \$31 a week.¹

WORKERS' EDUCATION

SEMINAR ON TRADE UNION ORGANISATION AND ECONOMIC PROBLEMS

A seminar on trade union organisation and economic problems was held at Bogotá from 2 to 7 December 1958 under the auspices of the International Confederation of Free Trade Unions and of the Inter-American Regional Organisation of Workers (O.R.I.T.).²

The seminar was organised to carry out certain studies as a preliminary to the Fourth Continental Congress of the O.R.I.T., held in Bogotá from 9 to 12 December 1958.³

Attendance.

The seminar was attended by 70 trade union leaders from the following countries or territories: Aruba, Brazil, British Guiana, Canada, Costa Rica, Colombia, Ecuador, Panama, Puerto Rico, El Salvador and the United States. Lecturers and observers appointed by the Economic Commission for Latin America, the Food and Agriculture Organisation of the United Nations,

¹ See United States Department of Labor: *Labor Market and Employment Security*, Nov. 1958, pp. 26-27.

² Communication from the O.R.I.T.

³ For a note on this Congress see *Industry and Labour*, Vol. XXI, No. 5, 1 Mar. 1959, pp. 189-193.

the International Labour Office and the Technical Assistance Board also took part in the seminar, which was directed by Mr. D. Benedict of the Education Department of the O.R.I.T.

Agenda.

The work of the seminar took the form of plenary sittings and study groups dealing with the following agenda :

1. Modern methods of ensuring successful collective bargaining :
 - (a) training of those taking part in the negotiations ;
 - (b) education of the membership ;
 - (c) legislative aspects ; and
 - (d) education of public opinion.
2. Economic problems of the American Continent :
 - (a) economic development ;
 - (b) land questions ;
 - (c) trade in raw materials and raw material prices ; and
 - (d) common markets and economic integration.
3. International barriers to the formation of free trade unions.

Work of the Seminar.

There was a lengthy discussion on modern methods of ensuring successful collective bargaining, and frequent reference was made to the minimum standards contained in the Freedom of Association and Protection of the Right to Organise Convention, 1948, and the Right to Organise and Collective Bargaining Convention, 1949, of the International Labour Organisation.

The seminar spent much of its time examining economic problems in a special study group consisting of the leaders who had been chosen as delegates to the Fourth Continental Congress of the O.R.I.T. The representatives of the Food and Agriculture Organisation and of the Economic Commission for Latin America made a valuable contribution to the discussion of these problems.

As regards the analysis of the international barriers to the organisation of free trade unions, reference was made to the difficulties which trade unionists had to overcome in establishing, defending and developing workers' organisations. Particular stress was laid on the interference of political parties with the trade union movement.

EMPLOYERS' AND WORKERS' ORGANISATIONS

AFRICAN REGIONAL ACTIVITIES OF THE INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS

A PAN-AFRICAN UNION OF BELIEVING WORKERS

A Conference grouping the representatives of African trade union organisations affiliated to the International Federation of Christian Trade Unions (I.F.C.T.U.) was held at Brazzaville (Republic of the Congo) from 11 to 14 January

1959 under the chairmanship of Mr. G. Pongault, President of the African Confederation of Believing Workers of French Equatorial Africa.¹

The New Union.

The Conference decided to set up a Pan-African Union of Believing Workers (*Union panafricaine des travailleurs croyants*) which would be the regional organisation of the I.F.C.T.U. for Africa. The headquarters of the Union are at Brazzaville; its Secretary-General is Mr. Pongault, assisted by two members of the Confederation of Christian Trade Unions of the Belgian Congo. Mr. N. Anunobi has been designated as the representative of the Congress to the I.L.O. Field Office for Africa.

Resolutions Adopted.

The newly formed Union which the Conference now constituted adopted several resolutions which are summarised below.

General resolution. The Union affirms the fact that Black Africa has its own genius based on real values. Although technically backward in relation to the rest of the world, Africa has its own political, economic and social structures built up from a definite philosophy and sociology. In consequence African peasants, workers and intellectuals should draw upon their own resources in order to design an original social and economic system adapted to the needs of the New Africa and uninfluenced either by liberal capitalism or scientific socialism. The Union's action will be based on the pre-eminent value of man; it salutes the struggle of the African peoples to conquer their national independence and obtain the total elimination of the colonial régime. It condemns and denounces racial segregation and gives assurances of fraternal solidarity and wholehearted support to the workers' organisations struggling throughout the world against dictatorships, including those in newly independent countries where attempts are being made to destroy individual freedoms, beginning with trade union freedom.

Economic manifesto. Considering that economic expansion is the guarantee of a sound economy and independence, the Union deems it necessary to utilise the most modern technical methods on condition that they be applied in terms of African structures, and lays down the following basic principles:

(a) production priorities should be established in order to satisfy the most urgent needs of all sectors of the community; assemblies representing the interests of all should be held to elaborate a general economic plan and these assemblies should be given the necessary powers to ensure the implementation of such a plan at all levels; in agricultural production priority should be given to food crops; farm machinery co-operatives should be set up in every region;

(b) markets should be organised in direct liaison with production units; in fixing prices account should be taken of every factor concerning markets and minimum international prices of commodities; trade in primary goods and raw materials should be subject to control;

(c) agricultural research stations should determine local priorities and advise farmers on the subject of export crops;

(d) regional agricultural supervisory training centres should arrange, in liaison with the teaching staff, for short-term sessions which farmers should be encouraged to attend; a programme of training up to an advanced level in agricultural science should also be provided;

(e) industries for the extraction of processable raw materials and primary processing industries should contract to supply a given percentage of

¹ I.F.C.T.U.: *Labor* (Brussels), Vol. III, No. 6, Feb. 1959 (English edition).

processable raw materials and invest a given percentage of their profits in the home economy ; the processing industry proper should be organised in large basic industrial groups in the form of joint state-private undertakings ; small industries producing for the domestic market and the handicrafts sector should have their methods and equipment renewed, in particular by organisation on co-operative lines ;

(f) scientific, mining and industrial research should be organised to tackle the problems of maximum efficiency in processing and product conservation ;

(g) technical education should include both accelerated training courses and full technical and scientific training in suitable institutions ;

(h) the banking system should be regulated and orientated in accordance with the needs of the plan, or, if that were not possible, it should be nationalised ; usury should be suppressed ; investments should be carried out by allocating part of the profits of undertakings in conformity with the plan, by international loans, with the help of private interests willing to accept the social legislation in force, through the taxation system and, finally, through making compulsory the partial reinvestment of profits ;

(i) sources of energy should be progressively nationalised, with tariffs favouring industrial production and the improvement of living conditions ;

(j) a fundamental long-term policy should be followed in respect of road, rail, river and aerial communications throughout the community.

International problems. The Union reaffirmed its confidence in the international institutions and its willingness to co-operate with them to the fullest extent. In this connection, it asked for representation on the African Advisory Committee of the I.L.O., recruitment of African trade unionists for the staff of the I.L.O. African Field Office, the convening in the near future of an African Regional Conference¹ and representation on the Governing Body of the I.L.O. of African trade union organisations. It noted with regret the absence of workers' representatives from the Economic Commission for Africa set up by the United Nations and asked that appropriate steps be taken to remedy this situation.

CONFERENCE OF AFRICAN CONFEDERATIONS OF BELIEVING WORKERS : FOUNDATION OF A NEW CONGRESS

At a Conference held at Brazzaville (Republic of Congo) on 13 and 14 January 1959, under the chairmanship of Mr. G. Pongault, it was decided to found a Congress of Trade Unions of Believing Workers of the French Community.²

Attendance.

The Conference was composed of representatives of the African Confederations of Believing Workers in French Equatorial Africa and French West Africa and the Confederation of Believing Workers of the Cameroons.

Foundation of the Congress.

Following a report presented by Mr. F. Guirma (Upper Volta) which analysed the evolution of political structures in Africa, the Conference decided to maintain the existing Confederations but to found the Congress, which would replace the Council of Trade Union Organisations of the French

¹ The Governing Body of the I.L.O. has decided to hold this Conference in 1960. See *Industry and Labour*, Vol. XXI, No. 8, 15 Apr. 1959, p. 295.

² Confédération française des travailleurs chrétiens : *Syndicalisme* (Paris), 24th Year, No. 712, 31 Jan. 1959, pp. 1-2.

Union.¹ It was decided to set up an executive secretariat for the Congress in Paris, under the direction of Mr. G. Espéret.

Membership.

The membership of the Congress is now as follows: the African Confederations of Believing Workers in French Equatorial Africa and French West Africa; the Confederation of Believing Workers in the Cameroons; together with the French Confederation of Christian Workers, the Christian Confederation of Madagascan Trade Unions and the Federation of Christian Trade Unions of the Pacific which have since joined.

Other Work of the Conference; Resolutions Adopted.

The Conference adopted a resolution concerning the structure of the French Community and a resolution calling for African unity and a minimum of economic autonomy for the African nations. Without such autonomy, the resolution stated, political independence would be a mere delusion. The Conference called for the establishment of an economic and social council of the French Community in which the representative trade union organisations would ensure the representation, on a basis of equality, of the interests of workers from all sectors. As regards social legislation, the Conference affirmed that the accession to independence of the African countries should be a point of departure for new social progress: the French Overseas Territories Code² should remain the basic minimum of all social legislation. The Conference stated that it had no confidence in the European Economic Community so long as African workers were not invited to participate fully in it.

The States of the Community and the I.L.O.

The Conference called upon the States of the Community who had not yet done so to join the I.L.O. as soon as possible and send tripartite delegations to the International Labour Conference as from 1959.

¹ For a note on the activities of this body see *Industry and Labour*, Vol. XVIII, No. 10, 15 Nov. 1957, p. 402.

² *I.L.O. Legislative Series*, 1952—Fr. 5; see also *Industry and Labour*, Vol. IX, No. 3, 1 Feb. 1953, p. 74.

CORRESPONDENTS

(Concluded)

- Bulgaria:** Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.
- Chile:** Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).
- China:** Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").
- Colombia:** Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).
- Costa Rica:** Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).
- Cuba:** Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).
- Czechoslovakia:** Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.
- Ecuador:** Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").
- Greece:** Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).
- Haiti:** Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haïti").
- Iran:** Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).
- Israel:** Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit Interlab Jerusalem Israel").
- Lebanon:** Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").
- Netherlands:** Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).
- Norway:** Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417 800).
- Pakistan:** Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").
- Philippines:** Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").
- Poland:** Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.
- Portugal:** Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E .Lisbon (Tel. 68 17 31).
- El Salvador:** Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador (Tel. 3358).
- Spain:** Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").
- Thailand:** Mr. M. DULYACHINDA, Phya Anuraks 152, Pejburi Road, Bangkok.
- Turkey:** Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").
- Union of South Africa:** Mr. L. C. LOOCK, Private Bag 117, Pretoria.
- United Arab Republic:** Mr. Ihsan JOUKHADAR, P.O. Box 2666, Damascus.
- Uruguay:** Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).
- Venezuela:** Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).
- Yugoslavia:** Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio América (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

South America: Centro de Acción de la Oficina Internacional del Trabajo para América del Sur, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche- et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

Union of Soviet Socialist Republics: Mr. Ivan SADTCHIKOV, Ministry of Foreign Affairs, Moscow.

United Arab Republic: Mr. A. El MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355).

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

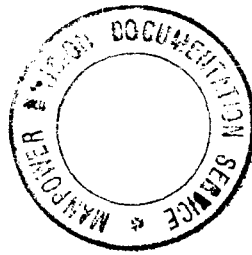
(Continued overleaf)

VOL. XXI, No. 12

15 JUNE 1959

Industry and Labour

EXEMPLAIRE DE COLLECTION



PUBLISHED BY THE INTERNATIONAL LABOUR OFFICE, GENEVA

09609

The I.L.O.

The International Labour Organisation is an intergovernmental agency, of which 80 countries are members. Representatives of governments, of management and of labour organisations participate in its work. It was established in 1919 and entered into relationship with the United Nations as a specialised agency in 1946.

Its purpose is to promote social justice in all the countries of the world. To this end it collects and disseminates information about labour and social conditions, formulates international standards and supervises their national application. It also engages in operational activities and provides technical assistance in carrying out social and economic development programmes.

The machinery of the Organisation consists of—

The International Labour Conference, which is the supreme body of the Organisation. It constitutes a world forum for labour and social questions. National delegations to the annual meetings comprise four delegates, two representing the government, one representing management, and one representing labour; each delegate speaks and votes independently, so that all points of view find full expression.

The Governing Body, composed of twenty government representatives, ten representatives of management and ten representatives of labour, which is the executive council of the Organisation.

The International Labour Office, which acts as a secretariat, an operational headquarters, a world information centre and a publishing house. It is staffed by experts drawn from many different countries, whose knowledge, experience and advice are available to all nations which are Members of the Organisation. It has branch offices and correspondents in many countries.

The Conference adopts international labour standards, which are formulated in special international treaties called *Conventions*, and in *Recommendations*. These are based on careful fact-finding and discussion. As a two-thirds majority of the Conference is required for their adoption, they represent the general agreement of informed world opinion. The decisions of the Conference are not automatically binding, but governments must submit the Conference standards to their national legislatures. When the legislature accepts a Convention the government is bound to apply it.

On the operational side the I.L.O. provides governments with expert advice and technical assistance in matters connected with labour and social policy. For this purpose it has established in various parts of the world field offices which serve as centres for assistance to governments in such matters as building up employment services, increasing productivity, the development of training facilities and the administration of social security programmes. The I.L.O. participates in operating the United Nations Expanded Programme of Technical Assistance.

The work of the Organisation also includes the holding of regional conferences, sessions of Industrial Committees to discuss the problems of particular industries on an international basis, and a variety of specialised technical meetings.

All these activities are closely co-ordinated with a view to fulfilment of the purpose for which the International Labour Organisation was created—the promotion of social justice and peace.

INDUSTRY AND LABOUR

Vol. XXI, No. 12

15 JUNE 1959

CONTENTS

International Labour Organisation

	Page
Ratification of International Labour Conventions by <i>Australia, Ceylon and Ecuador</i>	439
Office Publications and Documents	439

Social and Economic Policy

Economic Planning in <i>Cambodia, Laos, Southern Viet-Nam and Thailand</i> : A Development Scheme for the Lower Mekong River Basin	441
The <i>French</i> Economic and Social Council	443
Land Reform Legislation in <i>West Pakistan</i>	445

Labour-Management Relations

Conditions of Work in a Large Public Undertaking in <i>France</i> : Collective Agreement for the Nationalised Renault Works . . .	448

Manpower

Women in Part-Time Employment in <i>British</i> Manufacturing Industries	452
Technical Education and Training in the Federation of <i>Nigeria</i> . .	452
A Recent Act Respecting Disabled Persons in <i>Norway</i>	457

Migration

<i>Lebanese</i> Emigration in 1956 and 1957	459
Emigration and Immigration of <i>Swiss</i> Nationals in 1956, 1957 and 1958	460

Conditions of Work

Conditions in <i>Australian</i> Ports in 1957 and 1958	462
New Legislation Governing the Conditions of Employment of Agricultural Workers in <i>Norway</i>	465

Social Security

	Page
Amendments to the <i>Nicaraguan</i> Social Security Act	466
A New Occupational Injuries Insurance Act in <i>Norway</i>	467
Recent Amendments to <i>Turkey's</i> Social Insurance Legislation . . .	469

Employers' and Workers' Organisations

Constituent Congress of a Confederation of <i>African</i> Workers . . .	470
Eighth Annual Conference of the <i>Malayan</i> Trades Union Congress	473
<i>Erratum</i>	475

A chart listing the ratifications of international labour Conventions communicated up to 1 June 1959 is enclosed in this issue.

INTERNATIONAL LABOUR ORGANISATION

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS.

AUSTRALIA

The Director-General of the International Labour Office has registered, on the dates indicated, the ratification by Australia of the following international labour Conventions :

Workmen's Compensation (Occupational Diseases) Convention, 1925 (ratification registered on 22 April 1959);

Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (ratification registered on 29 April 1959).

CEYLON

On 18 May 1959 the Director-General registered the ratification by Ceylon of the following international labour Conventions :

Minimum Age (Sea) Convention (Revised), 1936 ;

Night Work of Young Persons (Industry) Convention (Revised), 1948.

ECUADOR

On 28 May 1959 the Director-General registered the ratification by Ecuador of the Right to Organise and Collective Bargaining Convention, 1949.

OFFICE PUBLICATIONS AND DOCUMENTS

INTERNATIONAL LABOUR REVIEW

The following are the contents of the June 1959 issue of the *International Labour Review*, which is now available :

Repercussions of Commodity Price Fluctuations on Primary Producing Countries.

The Yugoslav Management and Supervisor Training Centre, by A. L. JAEGER and H. J. SAINT-MAURICE.

Recent Trends in Vocational Guidance in Italy.

Dismissal Procedures—I : France.

Some Trends within the World Co-operative Movement : II.

Bibliography.

The Statistical Supplement for the month contains tables of unemployment and employment statistics, consumer price indices, and statistics of wages and hours of work.

LEGISLATIVE SERIES

The March-April 1959 issue of the *Legislative Series* is now available. It contains reprints and translations of the following laws and regulations :

1957

International (Belgium - Denmark - France - Germany (F.R.) - Netherlands - Norway - Sweden - United Kingdom) 3. Seafarers (Refugees).

Angola 1. Labour Code.

Brazil 1. Consolidation of Labour Laws (Amendments).

Ceylon 1. Collective Bargaining, Conciliation and Arbitration, Labour Courts (Amendments).

Ceylon 2. Shops and Offices.

India 1. Minimum Wages (Amendments).

Israel 3. Old - Age, Survivors', Industrial Injuries and Maternity Insurance (Amendments).

Netherlands 1. Labour Act (Amendments) (Employment of Women and Young Persons in Agriculture).

Norway 1. Old-Age Insurance.

Norway 2. Seafarers (Crew Accommodation).

Peru 1. Domestic Workers.

Turkey 3. Industrial Accident, Occupational Disease and Maternity Insurance.

Uganda 1. Minimum Wages Advisory Boards and Wages Councils.

1958

Norway 1. Sickness Insurance (Amendments).

1959

France 1. Incentives.

The issue also includes a list of recent labour legislation and the Annual Supplement (Indexes) and Table of Contents for 1957.

INFORMATION AND REPORTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS

For the 43rd Session (1959) of the International Labour Conference, the Office has published a volume containing summaries of the annual reports submitted under the I.L.O. Constitution by the governments of the Member countries on the application of the international labour Conventions ratified by them.¹

The volume constitutes Part I of the report presented to the Conference on the third item of its agenda ("application of Conventions and Recommendations").

The information indicates the relevant legislation in each country and covers the 87 Conventions in force during the period 1 July 1957 to 30 June 1958.

The fullest treatment is given to reports submitted by governments for the first time under a particular Convention. Voluntary reports submitted by a number of governments in respect of Conventions not in force in their countries are also analysed. Finally, reports relating to the application of Conventions in non-metropolitan territories are, as usual, grouped under a special heading.

¹ International Labour Conference, 43rd Session, Geneva, 1959, Report III (I): *Summary of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution)* (Geneva, I.L.O., 1959), iv + 265 pp. Price \$3 ; 18s. Parts II, III and IV of Report III were published earlier. See *Industry and Labour*, Vol. XXI, No. 3, 1 Feb. 1959, p. 81 ; and No. 11, 1 June 1959, p. 399.

SOCIAL AND ECONOMIC POLICY

ECONOMIC PLANNING IN CAMBODIA, LAOS, SOUTHERN VIET-NAM AND THAILAND

A DEVELOPMENT SCHEME FOR THE LOWER MEKONG RIVER BASIN

The countries in the Lower Mekong River Basin (Cambodia, Laos, Southern Viet-Nam and Thailand) have all launched economic plans to increase productivity and raise their standard of living.¹

Economic Characteristics of the Region.

Importance of the rice crop. The economies of Cambodia, Southern Viet-Nam and Thailand depend primarily on the production of rice, part of which is exported in exchange for essential consumer goods. In Laos rice output is generally sufficient only for domestic consumption ; for the supply of other essential goods the country relies mainly on its exports of tin, coffee and forest products.

The productivity of agriculture in these countries is low ; this is due, among other things, to the inadequacy of irrigation facilities and the lack of effective measures for flood control. Modern manufacturing industries are little developed in Cambodia, Southern Viet-Nam and Thailand and practically non-existent in Laos. In recent years foreign aid has been an important factor in sustaining the level of consumption and activity in these countries.

Population pressure and productive capacity. Compared with the Asian region as a whole, the population pressure on the land appears to be relatively low in Cambodia, Laos, and Thailand but fairly high in Viet-Nam. The density of population per square kilometre of cultivated land is estimated at 142 in Laos, 220 in Cambodia, 265 in Thailand and 591 in Viet-Nam, as compared with 375 for the Asian region as a whole. To raise the living standards of the population, which are at present very low, the productive capacity of these countries needs to be greatly expanded by bringing into use the resources which they possess but which so far have not been utilised, and it is known that their potential agricultural, power and mineral resources would suffice to enable these countries to expand agricultural production and develop manufacturing industries to the extent required for substantial increases in their levels of living.

Planning in Cambodia.

In Cambodia a two-year plan for economic development was launched in June 1956. It calls for an expenditure of 1,330 million riels for agriculture, irrigation, forests, mining and industrial development. The other important element in the plan is the building up of basic facilities such as roads, railways, ports and waterways. The investment programme provided for was not, however, completed within the span of two years as was intended and its implementation is continuing. It is stated that one of the main obstacles to speedy execution of the plan has been the shortage of technical and skilled personnel at all levels, particularly in the field of industrial production.

¹ United Nations : *Economic Survey for Asia and the Far East* (1955, 1956 and 1957) ; and the Sixth (1957) and Seventh (1958) *Annual Reports of the Consultative Committee of the Colombo Plan*.

Many projects whose financing was assured could not be started for this reason.

A Five-Year Plan in Laos.

The Government of Laos drew up a five-year plan for the period 1953-57, aiming mainly at increasing agricultural production and improving means of transportation, the lack of which has proved to be the country's basic impediment to development. Among other projects covered were the improvement of airport facilities and the expansion of power production. The plan could not, however, be authorised because of lack of funds and administrative difficulties. There are hopes that it will be initiated in 1959.

Though it has not yet put into operation an over-all development plan, the Government has, in the past few years, incurred considerable expenditure on economic and social development, the first priority being given to the development of transport and communications, followed by education, public health and the development of agriculture, forestry and animal husbandry. The country also suffers from an acute lack of skilled technicians, especially in the fields of mechanical and civil engineering, and this has been a major factor limiting the progress of development projects already in operation.

The Situation in Southern Viet-Nam.

Southern Viet-Nam has launched a five-year development plan for the period 1957-61. It envisages a gross investment of 20,000 million piastres for new investment and 16,000 million piastres for replacement and provides for a total public expenditure of 17,500 million piastres (about U.S.\$500 million) for five years. The planned public expenditure will be allocated as follows : public works, 31.5 per cent. ; agriculture, 17.2 per cent. ; electric power, drainage and irrigation, 13.1 per cent. ; social services, 9.7 per cent. ; industry, 9.1 per cent. ; and miscellaneous and reserve, 19.4 per cent. It is expected that as a result of the plan underemployment will be reduced and capital stock per active person will be maintained in the face of a growing working population. The plan also provides for a survey of working conditions, technical training and improvement of labour relations. It is stated that progress to date has been hampered by delays due partly to shortage of finance and of technical personnel and that there are also special difficulties connected with the selection of areas for resettlement.

Absence of Planning in Thailand.

In Thailand no over-all development plan has yet been put into operation. The Government has nevertheless devoted considerable efforts to accelerating the rate of development. The main objectives of its development policy are the diversification of agricultural production and the utilisation of untapped resources, together with industrial development by encouraging private enterprise. The development programmes under way so far are focused chiefly on the provision, expansion and improvement of basic facilities and services such as transport, irrigation and power. According to the present policy, special emphasis will be given to the development of power facilities over the next five years. In formulating its plan for future action account will be taken of the report of the Economic Survey Mission of the International Bank for Reconstruction and Development. Among the many difficulties in the way of expediting the progress of development projects, the lack of skilled labour and technical and executive training and experience is still considered to be a major problem. Despite the increased facilities for technical education and training, much remains to be done to break this bottleneck. More particularly, there is a great need for the development of technical and managerial skills in the private sector.

Economic Development of the Whole River Basin.

An over-all programme for the development of the Lower Mekong River Basin is now under active consideration.¹ Three stages may be distinguished in the programme. The first covers the period of preliminary investigations including the collection of basic engineering data and studies of development possibilities. In the second the main feature will be the planning and execution of specific construction projects, e.g. dams and communication facilities. Their completion would bring the programme to its third and final stage when detailed and comprehensive plans will be put into operation for the agricultural and industrial development of the region on the basis of the productive resources brought into use as a result of the fruition of these capital construction projects. Briefly, the main direct economic benefits stemming from all these projects along the basin will be—

- (a) extension of irrigation ;
- (b) control of annual flooding ;
- (c) improvement in inland navigation ; and
- (d) generation of cheap electric power.

THE FRENCH ECONOMIC AND SOCIAL COUNCIL

The Economic and Social Council, established under Title X of the French Constitution, came into being on 27 March 1959.

An ordinance of 29 December 1958² constituting the new Council, which succeeds the Economic Council that was in existence under the Fourth Republic³, lays down its duties, terms of reference and procedure, and entrusts it with greater responsibilities.

Duties and Terms of Reference of the Council.

Through the representation of the main spheres of economic and social activity the Council is to promote co-operation among persons in the various occupations and to ensure that they play their part in the Government's economic and social policy.

It is to consider and suggest whatever economic or social adjustments may be rendered necessary by technological progress and to study various ways in which the Republic can take part in the economic and social development of the new French Commonwealth (*Communauté française*).

The opinion of the Economic and Social Council in its capacity as a body set up to advise the Government must be sought with regard to all planning Bills or economic or social plans other than appropriation Bills. It may play a part in their preliminary drafting. Bills or draft decrees as well as proposals relating to legislation within its terms of reference may also be submitted to it, and it may be consulted on all issues that fall within its terms of reference and affect the French Republic and the French Commonwealth as a whole ; in this connection agreements may be signed between the Republic and other States of the Commonwealth so as to enable the Council to take part in the discussion of problems that fall within its terms of reference and concern the Commonwealth. In particular, such agreements are to determine how the economic and social activities in these States are to be represented on the Council.

¹ United Nations Economic Commission for Asia and the Far East : *Development of Water Resources in the Lower Mekong Basin : Flood Control Series No. 12*, E/CN.11/457 (Bangkok, 1957); and idem : *Program of Studies and Investigations for Comprehensive Development, Lower Mekong River Basin*, Report of United Nations Survey Mission, Bangkok, 23 Jan. 1958, document TAA/AFE/3 (mimeographed).

² *Journal officiel de la République française*, 90th Year, No. 306, 30 Dec. 1958, p. 12033.

³ See *International Labour Review* (Geneva, I.L.O.), Vol. LIV, Nos. 5-6, Nov.-Dec. 1946, pp. 365-367, and *Industry and Labour*, Vol. V, No. 11, 1 June 1951, pp. 406-407.

The Council may, on its own initiative, draw the Government's attention to reforms which it considers desirable and express opinions on the implementation of economic and social plans or programmes. The Prime Minister must report every year on the action taken by the Government on the advice of the Council, which may appoint one of its members to lay its opinions on the drafts or proposals submitted to it before the two Houses of Parliament.

The preparatory work is done either by the full Council or in committee, but only the full Council is competent to express an opinion.

Composition of the Council.

The former Economic Council had only 169 members. The Economic and Social Council now consists of 205, as follows :

(a) 45 representatives of wage earners, salaried employees, civil servants, technicians, engineers and executive and supervisory staff ;

(b) 41 representatives of industrial, commercial and handicraft undertakings, including six representing nationalised undertakings, nine representing commercial undertakings and ten representing handicrafts, all these delegates, apart from those of the nationalised undertakings, being appointed by the most representative occupational organisations in each case ;

(c) 40 representatives appointed by the most representative agricultural organisations, including five representatives of agricultural co-operative societies ;

(d) 15 persons of standing in the economic, social, scientific or cultural fields ;

(e) 15 representatives of miscellaneous social activities (housing, savings, public health, consumer and building co-operative societies), including at least eight representatives of family associations ;

(f) seven persons to represent a variety of activities, viz. production co-operative societies, the tourist and export trades and regional economic development ;

(g) two representatives of the organisation most representative of the middle classes ; and

(h) ten persons with specialised knowledge of the economic and social problems of Overseas France or of the franc area.

The Council also includes (a) 20 representatives of economic and social activities in Algeria and the Sahara ; and (b) ten representatives of economic and social activities in overseas territories and in the départements of Martinique, Guadeloupe, Guiana and Réunion.

The members of the Council are appointed for five years.

Organisation and Standing Orders.

The Council has a certain number of committees to look into the main problems affecting the various branches of economic and social activity. Existing committees deal with social activities, the process of adjustment to take account of the results of technical research and economic information, economic expansion within the country, the economy of the various regions and technical co-operation with the States Members of the French Commonwealth. Other committees may be set up at a later date by decree.

In circumstances to be determined in each case by decree, the Government may call on persons chosen on account of their special knowledge to sit on a committee for a specified period side by side with members of the Council.

Ad hoc committees may be set up by the Council to consider special subjects.

The Council is to elect a Praesidium of 14 persons, including a chairman and four vice-chairmen. The Secretary-General of the Council, who is to be appointed by a Government decree on the nomination of the Praesidium, is to direct the secretariat of the Council and to organise the work of its committees under the authority of the chairman.

Sessions of the Council.

The Council holds an ordinary session every three months but it may be convened for a special session at the Government's request. The sittings of the Council and its committees are not open to the public. Voting rights may not be transferred, and proxy voting is prohibited.

Members of the Government and of committees appointed by it are admitted to sittings of the Council and its committees and have the right to speak there.

The Council's opinions and reports are forwarded to the Prime Minister within a specified time limit and the Government publishes them in the official gazette.

LAND REFORM LEGISLATION IN WEST PAKISTAN

On 25 January 1959 the President of Pakistan announced the introduction of land reform in West Pakistan on the lines recommended by the Land Reforms Commission, and the West Pakistan Land Reforms Regulation came into force on 7 February 1959 under Martial Law Regulation No. 64.¹

Conclusions of the Land Reforms Commission.

The Land Reforms Commission found that land ownership or cultivation in the present circumstances offered only limited economic opportunities in relation to the size of the rural population. The growing congestion of the population on the land, together with the existing law concerning inheritances had resulted in uneconomic and fragmented holdings. At the same time, in spite of land shortage, the large estates were being developed only gradually so that a considerable portion of the cultivable area was not utilised to the fullest extent; consequently labour also was not fully utilised. Tenants who were insecure in their rights and were denied fair remuneration lacked initiative and the incentive to invest their savings in more intensive cultivation.

Scope of the Regulation.

The West Pakistan Land Reforms Regulation covers all of West Pakistan. It comes into force immediately except in the unsettled districts of Quetta and Kalat.

Limitation of Land Ownership.

Henceforward nobody may own or possess an area in excess of 500 acres of irrigated land or 1,000 acres of unirrigated land. Exceptions are allowed in the case of—

- (a) recognised educational institutions or universities which farm land for research or demonstration purposes;
- (b) charitable or religious institutions approved by the Government;
- (c) recognised existing stud and livestock farms;

¹ *Dawn* (Karachi), 8 Feb. 1959.

(d) private owners, who may in certain cases be allowed to retain an additional area not exceeding 150 acres or the equivalent of 6,000 " produce index units " ¹ of orchard land ;

(e) private owners, who may retain an additional area out of their present holdings bringing the total area retained by them to the equivalent of 36,000 produce index units ;

(f) any private owner whose holding is more than the equivalent of 36,000 produce index units ; such owner may transfer to his heirs an additional area if such area, together with any land he may have bestowed by way of gift since 14 August 1947 and any land retained as an orchard, does not exceed the equivalent of 18,000 produce index units ;

(g) private owners, who may be allowed to transfer by way of gift an additional area, up to a maximum equivalent to 6,000 produce index units, to each female dependant who would have been entitled to inherit a share of the property but instead became a dependant under local custom.

The total area owned by an individual private owner, including his share in joint ownership with other members of his family, must not exceed the equivalent of 36,000 produce index units.

Co-operative Societies and Companies.

In the case of persons holding shares acquired by transfer of land in any company or co-operative society or shares which are in any way related to the transfer of land, the land involved will revert back to such persons and the shares will remain in the possession of the company or society. In this case the land will be considered to be owned by the shareholders, separately and individually, subject to certain other provisions of the Regulation.

Compensation for Land Taken Over by the Government.

Land in excess of the maximum areas prescribed will be taken over by the Government free of all encumbrances or charges. Any encumbrance or charge on such land will be transferred to the land retained by the owner and to the compensation payable on the land transferred to the Government.

Compensation will be paid according to a scale based on the amount which the land produced, the unit of calculation being the produce index unit. Compensation will be in the form of bonds which can be inherited or transferred but cannot be negotiated through a bank. These bonds are redeemable after 25 years and bear taxable simple interest at the rate of 4 per cent. per annum. Compensation for permanent installations and structures on the land will be on the basis of the actual costs incurred, subject to depreciation, in the same manner as the compensation for the land itself.

Sale of Land Taken Over by the Government.

The land taken over by the Government will in the first instance be offered on suitable terms and conditions for sale to tenants who are in cultivating possession of it ; the remainder will be offered for sale to other " deserving persons ".

The proceeds of the sale will be deposited in a fund operated by a Provisional Land Commission, to be utilised for the redemption of bonds, the liquidation of debts, the development of the lands taken over by the Government and the administrative charges incurred in implementing the scheme. The Commission is a statutory body having all the necessary powers to implement the Regulation. It has not more than five members and the Governor of the province of West Pakistan acts as chairman ex officio.

¹ As computed for the purposes of the scheme for the resettlement of displaced persons, or, where no such unit exists, as determined by the Commission.

Abolition of Jagirs and Waqfs.

*Jagirs*¹ of all kinds and all intermediary interests in land are abolished without compensation; the former beneficiary of the *jagir* will be allowed to retain as full owner 500 acres of irrigated land or land equivalent to 36,000 produce index units, whichever is more, the rest reverting to the Government free of encumbrance or charges and without payment of compensation.

The relative or dependant who was receiving maintenance from the *jagir* may receive from the Commission free of cost what is called a "subsistence holding".² *Jagirs* in favour of religious, charitable or educational institutions may be replaced by monetary grants, if the Government approves.

*Waqfs*³ are also to be abolished.

Restriction on Subdivision.

Holdings equal to or less than a subsistence holding must not be partitioned. No holding may be partitioned so as to reduce the size of the individual portions to below the size of a subsistence holding. Nor can any holding be partitioned so as to reduce it to less than an "economic holding".⁴

Indivisible joint holdings may continue to be managed as a single unit. Co-sharers who cannot agree among themselves as to the management of their holding may—

(a) select one of their number, by drawing lots or otherwise, to manage the land on behalf of the rest and pay his share of the produce to each co-sharer;

(b) request the district collector⁵ to nominate a co-sharer to manage the holding; and

(c) if no arrangement for joint management between the co-sharers is possible, the Commission may acquire the holding on payment of reasonable compensation.

Restriction on Land Transfers.

There is a restriction on the transfer of holdings similar to the restriction on the subdivision of holdings: no person shall alienate portions of his holding by sale, mortgage, gift or otherwise (except as a whole) so as to reduce it to less than an economic holding, or if it is already less than an economic holding, alienate it so that it is reduced to less than a subsistence holding.

Security of Tenure.

In the meantime, until orders are formulated under the Act no tenant shall be evicted unless he fails to pay rent, uses the land in a manner which renders it unfit for cultivation, fails to cultivate without sufficient reason, sub-lets, or, where rent is payable in kind, fails to cultivate in the manner customary to the locality.

¹ A *jagir* is a grant of land which carries with it the right to receive regularly or collect revenue from the land or a gift of money from land revenue.

² A "subsistence holding" has been defined as 16 acres in the federal capital and in Khairpur and Hyderabad divisions, and 12½ acres in any other division. In Quetta and Kalat divisions the area will be specified by the Commission.

³ A *waqf* is a form of trust or use of land or goods for pious purpose.

⁴ An "economic holding" has been defined as 64 acres in the federal capital and in Khairpur and Hyderabad divisions, and 50 acres in any other division. In Kalat and Quetta divisions the area will be specified by the Commission.

⁵ The government official in charge of most civilian matters in each district.

LABOUR-MANAGEMENT RELATIONS

CONDITIONS OF WORK IN A LARGE PUBLIC UNDERTAKING IN FRANCE

COLLECTIVE AGREEMENT FOR THE NATIONALISED RENAULT WORKS

A new works agreement was concluded on 15 December 1958 between the management of the nationalised Renault works on the one hand and the following unions on the other : *Force ouvrière*, the French Confederation of Christian Workers, the General Confederation of Supervisors and the Independent Renault Union.¹ The General Confederation of Labour (C.G.T.) adhered to the agreement on 29 December 1958.

Background.

The previous works agreement had been signed on 15 September 1955.² Apart from the clause relating to wages, annual and public holidays, over-time pay and payment for interruptions in production, workmen's compensation in respect of sickness and accidents, survivors' benefit, leave of absence for nursing a child, and retirement conditions the preceding agreement provided for a supplementary pension scheme which received its finishing touches on 21 January 1956 and was approved by a referendum on 10 February of that year.

One of the provisions of the agreement was new in France. This was the arrangement whereby, quite apart from automatic wage adjustments to the cost of living, the management undertook to raise wages by at least 4 per cent. in both 1956 and 1957 "in view of the technical progress which might reasonably be anticipated".

The New Agreement.

The new agreement is valid for two years and applies to all the Renault factories, which have over 60,000 workers. It extends the validity of previous arrangements, in some cases with slight changes, and includes provisions which are briefly analysed and commented on below.

Preamble. The preamble draws on the teachings of experience acquired since September 1950 when the first agreement was signed, and recalls that there can be no better foundation for sound labour-management relations than a contract whereby each of the parties is granted a certain number of advantages in return for assuming certain obligations. Like the 1955 agreement, the new one asserts that in good times the normal operations of the Renault works as a whole give such good results as to permit progressive improvement of conditions of work among the staff standards. It is also stated that experience has proved the imperative need to maintain, within the framework of collective agreements, the efficiency and development and growth potential of the Renault works, which constitute the best possible safeguard for the personnel's standard of living.

Wages. The annual increase of not less than 4 per cent. that was provided for in the old agreement is once more guaranteed on the grounds of "the technological progress which may reasonably be anticipated". Its main purpose is not therefore to keep up the purchasing power of wages. In this

¹ *L'Usine nouvelle* (Paris), No. 52, 25 Dec. 1958, pp. 99-103.

² See *Industry and Labour*, Vol. XV, No. 7, 1 Apr. 1956, pp. 292-296.

connection it is to be noted that while the "cost-of-living committee" set up in 1955 to examine wage and price trends at monthly intervals is retained, the unions' claim for a sliding wage scale was not met, nor was their claim for an annual increase of 6 per cent.

The management pointed out that wages had been increased by 29.36 per cent. since September 1955 although it had undertaken to grant only a 16 per cent. increase over that period, and although car prices had risen by only 14 per cent.

Bonuses. The agreement provides for the payment of a daily shift bonus and a daily night-shift bonus of an amount varying according to the worker's grade. The scale for the calculation of the length-of-service bonus for personnel paid by the month has been completed to read as follows: 15 per cent. after 15 years of service, 16 per cent. after 18 years and 17 per cent. after 21 years. A special bonus was paid at the time of the signing of the agreement; it amounted to 6,000 francs for the base grade, with increases for length of service.

Annual leave. The 1955 agreement stated that any member of the staff with at least one year's service was entitled to 18 working days' annual leave with pay. Although the unions asked that this leave period should be extended to four weeks the new agreement does not provide for any change and simply refers to an Act of 27 March 1956. As has already been reported¹, this Act provided for the general introduction of the three weeks' holidays with pay, which had just been instituted by a large number of collective agreements following the example of the Renault agreement.

For the purposes of seniority leave, length of service will also be calculated in accordance with the Act of 27 March 1956, with the proviso that all periods of employment at the Renault works, whatever may have been the cause of termination in each case, and all periods of compulsory military service, irrespective of the time when performed, provided that work was resumed in the month following discharge from the forces or as from a date agreed upon between the Renault works and the worker concerned, shall also be regarded as periods spent in the company's employment. Two supplementary agreements, one of which relates to personnel paid by the hour and the other to personnel paid by the month—other than engineering, executive and supervisory staff—indicate the various seniority brackets which will entitle the worker to this additional leave up to a ceiling of 24 working days prescribed by law (which is now reached more quickly than under the previous agreement).

Special leave. In addition to the normal annual leave there are now a certain number of special types of leave which constitute a marked step forward as compared with the previous situation. Since the 1955 agreement contained no provisions dealing with this matter the personnel of the Renault works used to be covered by the system introduced by an Act of 18 May 1946 which granted every family man three days' extra leave at the time of each confinement, and by the collective agreement of 16 July 1954 for the metallurgical, engineering and allied industries of the Paris area which granted four days for a worker's marriage, one day for the marriage of one of his children, two days for the death of a spouse, and one day for the death of a parent, a child or a father- or mother-in-law. The new benefits are as follows: marriage of the worker, one calendar week; death of the spouse, three days; death of a parent, a child, a parent-in-law or a brother or sister, two days; attendance at conscription or national service board, one day; military pre-selection tests, not more than three days; and board of discharge, one day.

¹ See *Industry and Labour*, Vol. XV, No. 12, 15 June 1956, pp. 524-526.

Sickness benefit. The daily benefit payable in the event of sickness to personnel paid by the hour, in addition to the benefits paid under the national social security system, has been increased from 600 to 650 francs. It may be paid for 90 days a year instead of 60 and for 180 days when a single period of sick leave extends over several years. The waiting period has been extended from seven to eight days, in respect of which benefit will, however, be payable, as in the past, if the sickness involves absence for one month or more.

Personnel paid by the month whose length of service amounts to six months or more receive full pay for the first 45 days of sickness and 75 per cent. for the next 30 days.

Prenatal and postnatal leave. The new agreement extends to all female personnel the benefits hitherto reserved for women paid by the month. The main features of the new system are as follows : in the event of pregnancy the worker's daily hours are reduced without a reduction in pay ; the previous rate of pay will continue to be paid throughout the length of the pregnancy even if the doctor asks for the woman to be switched to other work ; the duration of maternity leave is fixed at 90 days, on full pay for the first 45 days and on half pay for the remainder ; there are two paid breaks every day for nursing mothers ; for the 18 weeks following the eight weeks after confinement mothers are granted leave to nurse their children and paid an allowance equal to half of their remuneration, but the resulting sum must not exceed the maximum amount of remuneration permissible for being taken into account under the social security scheme ; a mother nursing her child can obtain two years' unpaid leave ; in conclusion, a working mother with at least one dependent child is granted an extra day's leave on full pay every year.

These conditions are considerably more favourable than those guaranteed under the national social security system, and even than those laid down in the collective agreement for the metallurgical, engineering and allied industries in the Paris area.

Retirement pension. Workers who retire or are retired at the age of 65 or over receive a pension calculated in a manner laid down in supplementary agreements. Such pensions are also payable to workers retiring between 60 and 65 years of age, provided that they sign a written undertaking not to take up any other paid employment between the time when they leave and the time when they complete their sixty-fifth year.

For a worker paid by the hour who has been with the works for 16 years or more, the pension amounts to 5,400 francs (as against 4,400 previously) a year, for a maximum of 30 years. Employees paid by the month receive (a) an amount equal to one-fifth of their monthly remuneration per year of service, and (b) the pay due in lieu of notice for their particular grade.

Survivors' benefit. The survivors' benefit is a grant of 190,000 francs, with an extra 19,000 francs for each dependant. The corresponding figures under the 1955 agreement were 155,000 and 15,500 francs. This benefit is paid to the dependants of any person who was an employee of the company at the time of his death, had been in the company's employment for at least three years and had not been absent for more than one year on account of sickness or employment injury. However, no minimum length of service is laid down where death is due to an occupational accident that occurred in the works.

Other welfare benefits. When on military service, workers paid by the hour receive an allowance of 500 francs a day if they have been in the service of the works for at least one year, so long as their rank is not higher than senior corporal. The allowance is payable for not more than 21 days, and only so long as the agreement remains in force.

Personnel paid by the hour are granted the terms and conditions of employment of personnel paid by the month after they have spent 30 years in the company's service.

When the workers are not required to report for work on a working day falling between two public holidays, staff paid by the month receive a sum corresponding to what they would have received if they had worked the normal hours (i.e. excluding pay for any overtime usually worked). No payment is made for extra hours worked to make up for the day off and such hours are not taken into account in calculating overtime, but payment is not withheld if no such extra hours are worked.

Novel General Provisions.

In addition to these various clauses the new agreement contains three novel general provisions.

Fund to even out earnings. The first of these three provisions reads as follows: "Since the automobile industry has once again become a seasonal one, it is hereby decided to set up a fund to even out earnings. Details are to be discussed between the parties to the agreement before 1 January 1959." The purpose of this fund, which is financed by the management, is to provide the workers with compensation for loss of earnings resulting from a seasonal reduction in the number of hours worked, even if such a reduction affects overtime only. The combined effect of this safeguard and of the protection provided by the agreement for the establishment of a national inter-occupational scheme of special unemployment allowances for industrial and commercial workers, which was concluded on 31 December 1958 between the National Council of French Employers on the one hand and the French Confederation of Christian Workers, the General Confederation of Supervisors and *Force ouvrière* on the other¹, is that Renault workers are now effectively protected against partial or total unemployment and even against a mere slowing down. Ordinance No. 59-129 of 7 January 1959 provides that, subject to the approval of the Minister of Labour, the provisions of such an agreement can be made binding on all the employers and workers within the occupational and territorial scope of the agreement.

Hours of work. The unions' claims also included the reduction of weekly hours of work without any reduction in pay. The agreement includes the following statement of intention in this regard: "The parties to this agreement consider that technological progress should also help to promote every form of social progress, and wish to stress the importance they attach to the principle of a gradual reduction of weekly hours of work without any loss of wages or salaries. In view of the many complex and important problems involved in such a scheme they agreed to give the matter further consideration and to meet as soon as the general situation makes such a scheme practicable."

Trade union rights. To maintain contact between them the parties to the agreement thought it desirable to set up a study group. The agreement establishes such a group, which is to meet at least once a quarter and is to consist of representatives of the general management and one union representative per union and per factory. This body is to discuss any local issue arising out of the application of the agreement. For this purpose the staff representatives will be allowed a certain amount of time off, which is to be determined in each factory and will be paid for as time worked.

¹ See *Industry and Labour*, Vol. XXI, No. 7, 1 Apr. 1959, pp. 263-266.

MANPOWER

WOMEN IN PART-TIME EMPLOYMENT IN BRITISH MANUFACTURING INDUSTRIES

In Great Britain, information about the number of women working on a part-time basis (i.e. ordinarily working for not more than 30 hours a week) at the end of June 1958 has recently been made available.¹

It is estimated that a total of 334,900 women are working part-time in manufacturing industries. This constitutes 11.7 per cent. of the total number of female employees in these industries. The largest number and the highest proportion of female part-time workers are to be found in the food and drink industry.

Details of the industrial distribution of the women in part-time employment as of end-June 1958 are given in the table on the page opposite.

TECHNICAL EDUCATION AND TRAINING IN THE FEDERATION OF NIGERIA

A report on technical education and training, presented to the Minister of Social Services of the Federation of Nigeria by the Federal Advisory Committee on Technical Education and Industrial Training, has recently been published.²

Background.

The report contains the findings and recommendations that resulted from an investigation carried out by the Committee between December 1955 and February 1957. The investigation covered the whole federal territory, excluding the Southern Cameroons.

The Committee was asked by the Chief Federal Adviser on Education to advise the Minister of Social Services on the development and training required to meet industrial and commercial needs. In addition to the Federal Advisory Committee there are a number of local advisory committees on technical education. The National Economic Council at its first meeting agreed that each local advisory committee should examine the technical education situation and requirements in its area. This examination would involve—

(a) an assessment of the numbers and categories of trained persons required to meet the needs of industry and commerce during, for example, the next five years; and

(b) a broad indication of the kind of training required.

The local committees should make recommendations to the territorial governments for modifications to existing technical institutions and the provision of additional institutions to meet the needs of each area.

¹ *The Ministry of Labour Gazette* (London, H.M. Stationery Office), Vol. LXVII, No. 2, Feb. 1959, p. 44.

² Federation of Nigeria: *Technical Education and Training Report* (Federal Government Printer, Lagos, 1959).

ESTIMATED NUMBERS OF WOMEN IN PART-TIME EMPLOYMENT IN
MANUFACTURING INDUSTRIES IN GREAT BRITAIN; END OF JUNE 1958

Industry	Number of women in part-time employment (in thousands)	Percentage of total number of female employees in the industry
Non-metalliferous mining products	4.9	6.4
Chemical and allied trades	17.1	11.6
Metal manufacture	6.4	9.9
Engineering, shipbuilding and electrical goods .	51.8	11.2
<i>Other non-electrical engineering</i>	12.2	9.5
<i>Electrical machinery</i>	4.7	9.4
<i>Electrical wires and cables</i>	3.0	14.9
<i>Telegraph and telephone apparatus</i>	2.5	11.3
<i>Wireless apparatus and gramophones</i>	9.9	16.4
<i>Wireless valves and electric lamps</i>	3.3	12.5
<i>Other electrical goods</i>	8.7	12.4
Vehicle manufacture	11.4	6.5
Metal goods not elsewhere specified	25.0	14.3
<i>Tools and cutlery</i>	2.0	12.5
<i>Bolts, nuts, screws, rivets, nails, etc.</i>	3.5	20.0
<i>Hollow-ware</i>	5.2	17.8
<i>Brass manufactures</i>	2.2	13.0
<i>Metal industries not elsewhere specified</i> . . .	10.4	13.0
Precision instruments, jewellery, etc.	5.7	10.1
Textiles	47.3	9.8
<i>Cotton spinning, doubling, etc.</i>	7.6	8.9
<i>Cotton weaving, etc.</i>	6.1	6.9
<i>Woollen and worsted</i>	11.7	11.0
<i>Hosiery and other knitted goods</i>	9.2	11.1
<i>Textile finishing, etc.</i>	2.8	10.4
Leather, leather goods and fur	2.9	11.3
Clothing	34.2	8.1
Food, drink and tobacco	85.5	21.6
<i>Bread and flour confectionery</i>	19.4	23.9
<i>Biscuits</i>	15.1	36.3
<i>Meat and meat products</i>	3.1	16.6
<i>Milk products</i>	2.0	10.4
<i>Cocoa, chocolate and sugar confectionery</i> . .	19.6	27.9
<i>Preserving of fruit and vegetables</i>	11.3	24.0
<i>Food industries not elsewhere specified</i> . . .	6.8	19.8
<i>Tobacco</i>	3.1	13.7
Manufactures of wood and cork	6.7	11.1
<i>Furniture and upholstery</i>	3.4	10.1
Paper and printing	19.2	9.4
Other manufacturing industries	16.8	14.9
<i>Rubber</i>	6.1	17.4
<i>Toys, games and sports requisites</i>	2.4	13.3
<i>Miscellaneous manufacturing industries</i> . . .	5.5	14.3
Total, all manufacturing industries	334.9	11.7

Work of the Federal Advisory Committee.

The Federal Advisory Committee, composed of 13 members, held six meetings of the full group and a number of sub-group meetings, at which time they studied and discussed such items as—

(a) the report¹ of a mission to the Federation of Nigeria to study technical education there, undertaken by the International Bank for Reconstruction and Development ;

(b) the proposals of the Adviser on Technical Education for the modification of present technical education courses ;

(c) details of training requirements received from employers who replied to a questionnaire circulated among them ; and

(d) the suggestions of the Commissioner of Labour regarding the length of training required by trainees being instructed partly at the Yaba Trade Centre and partly in industry.

The scope of the report was confined to educational and training facilities at skills below full professional level for : (a) people preparing for trade, technical and commercial pursuits in industry or commerce ; or (b) people already engaged in such pursuits.

Existing Technical Training Facilities.

Before 1939 there was, apart from one or two schemes undertaken by government departments, little organised apprenticeship training in Nigeria, due largely to economic difficulties encountered in the 1930s. Since 1945, however, certain employers have extended and improved their schemes while others have introduced new ones, most of which are of a specialised nature and designed to meet the employers' own requirements.

As far as technical education is concerned, the only significant development which took place after the end of the Second World War was the introduction of the ten-year Development Plan of Technical Education made possible by financial assistance under the Colonial Development and Welfare Act, 1940.² Under this Plan, two types of technical institutions were set up, viz. technical institutes and trade centres. The function of these in the Lagos area are described briefly below.

The technical institute. The technical institute provides—

(a) pre-vocational courses in engineering, printing and commercial subjects which are four-year secondary technical or secondary commercial courses ;

(b) courses for technicians in civil, electrical, mechanical and radio engineering and architecture, which comprise two years' full-time residence at the institute and a period of practical training of approximately 15 months in industry "sandwiched" between the two institutional years ;

(c) part-time day and evening courses in mechanical and electrical engineering, building construction, printing, commercial subjects, design and art which are intended mainly for those already in industry and commerce.

The trade centre. The trade centre produces craftsmen and artisans in, as near as possible, practical industrial conditions. The courses covered are for fitter/machinists, cabinet-makers, carpenter/joiners, motor mechanics, blacksmith/welders, sheet-metal workers, plumbers, wood machinists, motor body builders, electricians, bricklayers, painter/decorators. For this purpose the workshops are equipped on modern lines, and the work is carried out on a production basis.

¹ *The Economic Development of Nigeria—Report of a Mission Organised by the International Bank for Reconstruction and Development* (Federal Government Printer, Lagos, 1959).

² For recent information on the operation of this and subsequent Acts see *Industry and Labour*, Vol. XXI, No. 10, 15 May 1959, p. 376.

Alternative forms of training. Some of the large employers not only arranged for specialised practical training which was considered desirable but also contemplated the setting up of organisations for further theoretical training. The Committee felt that this system was not perhaps so desirable. It felt that such theoretical training should be given in specialised education institutions (such as the Yaba Technical Institute), which should be suitably staffed and equipped for the purpose.

Summary of the Federal Advisory Committee's Recommendations.

Training of craftsmen and artisans. As regards the training of craftsmen and artisans, the Federal Advisory Committee made various recommendations which are summarised below.

An annual intake of trainees to the Yaba Trade Centre should be started as soon as administratively possible, instead of recruitment at the end of each course as at present.

The Centre should co-operate with smaller employers who are unable to undertake full apprenticeship training in a joint apprenticeship scheme for craftsmen whereby practical and supplementary theoretical training will be given in the Centre during the first three years of training, followed by two years' training in industry.

There should be a joint training scheme for artisans similar to that for craftsmen with a uniform period of training of three years throughout all groups, made up of one year in the Yaba Trade Centre followed by two years in industry. The Yaba Trade Centre should at least double its present training potential with the emphasis on those trades for which the demand is greatest. This would increase the numbers under training from approximately 320 to approximately 700.

Of the total numbers to be trained in the earlier stages of the new joint training scheme, approximately 60 per cent. might receive the full five years' training for craftsmen and about 40 per cent. might receive the reduced three years' training for artisans.

The selection for training to fully skilled standards might be made after the results of the first-year tests at the Centre have been studied, and those who do not reach the required standard might be given the three-year period of training only.

Provision should be made for the further training of "late developers" who after a period as artisans show promise of becoming craftsmen. Under the new joint scheme of training, the Yaba Trade Centre should become a non-residential institution, thus freeing buildings for use as additional workshops and classrooms required for the expansion scheme.

The success of the scheme depends in large measure on the availability of suitably qualified instructional staff, and only by offering sufficient inducement can the Government encourage recruitment. In order to meet instructional staffing needs and in the interest of "Nigerianisation", the use of Nigerian assistant instructors is advocated.

Every effort must be made to obtain the co-operation of all employers to ensure the success of the joint training scheme. A senior technical instructor should be appointed to the Trade Centre responsible for ensuring continuity and suitability of training under the scheme and for effecting the necessary liaison between the various employers and the Trade Centre.

The larger employers should be entirely responsible for their own practical training methods and should be encouraged in every way possible to undertake them; some may even assist in training for other bodies, while others may form joint training schemes for their mutual benefit.

There should be a uniform period of training of five years for all craftsmen, whether the training is carried out wholly in industry or partly in the Trade Centre and partly in industry.

A government-sponsored apprenticeship training committee should be set up to determine those bodies willing and able to train apprentices. The committee should consist of members drawn from government departments, corporations and other employers of standing and should include trade union representatives recommended by the Commissioner of Labour. As it is important that the chairman of this committee should be unbiased and independent of influence coming from management or labour, the Federal Adviser on Technical Education is considered the most suitable person for the post.

A subcommittee of the apprenticeship training committee should be set up to arbitrate between apprentices and employers in any dispute concerning training.

Adequate facilities must be made available at the Yaba Technical Institute for theoretical instruction to supplement the practical training being carried out in industry.

Technical and commercial courses. The Federal Advisory Committee made the following recommendations as regards technical and commercial courses :

Facilities are required at the Yaba Technical Institute to increase the annual intakes for full-time technician courses to provide for 30 mechanical engineers, 30 electrical engineers, 60 civil engineers, 50 radio engineers, and 30 architects.

In addition to the part-time day and evening courses now in operation at the Institute, provision should be made within the next five-year period for annual intakes to courses of a similar nature leading to the recognised examinations of the City and Guilds of London Institute, as follows: (a) radio mechanics : 25 increasing to 50; (b) mechanical trades : 200 increasing to 400; (c) electrical trades : 40 increasing to 60; (d) building trades : 40 increasing to 60; (e) refrigeration mechanics : 30 increasing to 50. These courses should be started as soon as possible.

In addition to the evening courses now in operation at the Yaba Technical Institute provision should be made for annual intakes to City and Guilds of London and Royal Society of Arts courses of the following numbers of trainees : (a) mechanical trades : 30; (b) electrical trades : 30; (c) motor vehicle trades : 60; (d) shorthand-typists : 20. These courses provide for instruction to trainees who are not given the privilege of day-release.

Training in supervisory techniques. As regards training in supervisory techniques the Federal Advisory Committee recommended as follows :

Courses in supervisory techniques suitable for chargemen, assistant foremen, foremen and similar categories should be established at the Yaba Technical Institute as soon as possible.

The Government should make available a minimum and provisional recurrent annual vote of £10,500 to meet the cost of a pilot scheme for training supervisors, pending fuller investigation of the problem of training in this particular field. A permanent instructor should be appointed to the Yaba Technical Institute for this special training.

Training in supervisory techniques should not be introduced until after the period of apprenticeship has been completed.

General courses for older employees. On the subject of general courses for older employees, the Committee recommended that special arrangements should be made by the Education Department, General Branch, for day-release courses consisting mainly of English and simple arithmetical processes for the benefit of older employees. The instruction should be given where possible by qualified Nigerian teachers.

Follow-up Action to Expand Technical Education and Industrial Training.

According to a more recent publication of the Government of Nigeria, the Federal Advisory Committee has appointed a firm of industrial consul-

tants to carry out a nation-wide survey to establish where and in what fields the need for technicians is greatest.¹ Under the Federation's extended economic programme a substantial expansion of facilities for training technicians and craftsmen is being planned. To finance this effort, the Government has allocated the sum of £210,000, and £500,000 was donated by two oil companies.

In the meantime, the Government is continuing with its existing plans for expanding the Yaba Trade Centre and Yaba Technical Institute, which have a combined total enrolment of 1,210 students. The plans provide, *inter alia*, for the Yaba Technical Institute to increase its annual intake from 120 to 200 students and the expansion of the existing evening courses. The Yaba Trade Centre will increase its intake of 400 students and a new Technical Institute with part-time day and evening courses will be established.

A RECENT ACT RESPECTING DISABLED PERSONS IN NORWAY

On 27 November 1958, the Norwegian Parliament passed without opposition an Act concerning disabled persons², to replace the Act of 19 June 1936³ on the same subject.

Background.

The new Act implies basic changes and improvements in the existing scheme regarding the care of the disabled, partly as a consequence of social and medical developments since 1936, and partly on account of the increased understanding of the problems of the disabled in Norway. Emphasis has shifted from registration and control to the right of the disabled to obtain education, vocational training and other assistance to promote their rehabilitation.

Measures to promote the employment of the disabled are not contained in the new Act; these are laid down in directives concerning the placement of disabled persons issued on 18 December 1953 by the Ministry of Labour and Local Government in accordance with a Royal Resolution of 4 December 1953 authorising the Ministry to do so.

Comparison between the 1936 and the 1958 Acts.

The principal provisions of the 1958 Act are summarised below and compared with those of the 1936 Act.

Definition. The disabled are defined as persons whose bodily powers are considerably and permanently impaired owing to congenital or acquired defects or sickness having led to functional derangements of the organs of support or movement.

Rights of the disabled. Under the 1958 Act the disabled are entitled to—
(a) free education; (b) vocational education and training; (c) medical and hospital treatment; and (d) prosthetic appliances.

(a) Free education: Disabled persons between the ages of seven and 20 have the same right to education as other persons, even if this involves attend-

¹ Federal Information Service, Lagos: *Federal Nigeria*, Vol. 2, No. 3, Mar. 1959, p. 3.

² *Norsk Lovtidend*, No. 43, 22 Dec. 1958. For a previous note on disabled persons in Norway see *Industry and Labour*, Vol. XX, No. 5, 1 Sep. 1958, p. 180.

³ *Norsk Lovtidend*, No. 24, 24 June 1936.

ance at special schools or being given lessons at home; the 1936 Act merely authorised the authorities to send disabled children for instruction to special schools if this seemed desirable for them.

(b) Vocational education and training : A disabled person is now entitled to vocational education and training in institutions approved by the Department of Social Affairs if he is considered suitable for such training (on the results of a special examination). The 1936 Act did not make provision for such an examination. Now the disabled may also receive financial assistance for training in regular training institutions.

(c) Medical and hospital treatment : Whereas the earlier Act contained provisions regarding the right of the disabled to receive medical and hospital care, the new Act does not make any stipulations of this kind since the disabled are assured of this assistance under the Sickness Insurance Act, 1956.¹ However, the 1958 Act specifies that disabled persons who cannot obtain the necessary medical care in their home or in another way may be hospitalised in special institutions for the disabled in so far as vacant places are available.

(d) Prosthetic appliances : As regards prosthetic appliances and other aids, the 1958 Act does not vary very much from the 1936 Act, except that the rights of the disabled are extended and no longer apply only to persons without means. In addition to entitlement to the necessary prosthetic appliances, as stipulated in the Act of 1936, the new provisions permit payment of the cost of wheelchairs and of other aids. Travelling expenses are also reimbursed for trips to and from approved institutions to obtain such equipment, and also the cost of hospitalisation in them on such occasions.

Administration. The Crown is empowered to set up a central administrative body for the care of the disabled, fix the number of its members and lay down its functions.

As in the past, the municipal health council is responsible for taking care of the disabled at the local level. A special committee may be set up for the purpose by the municipal council.

The supervision of these activities in the various districts is entrusted to district committees which are appointed in accordance with the Provisional Act concerning assistance to the blind and the infirm, dated 16 July 1936², as amended on 30 November 1956³ and 5 July 1958.⁴ These committees consist of three members, with the district physician as chairman (in Oslo and Bergen, the Chief Medical Officer). The Ministry of Social Affairs issues directives concerning the activities of the health councils and committees appointed by the municipal councils and those of the district committees.

Finance. The cost of assistance or education provided under the Act is defrayed by the municipalities, and the Government reimburses two-fifths of these costs.

Miscellaneous provisions. Other provisions concern, *inter alia*, the role of medical officers and teachers of the disabled in informing the latter of their rights and how to obtain the necessary assistance, and the issue of Crown regulations respecting the notification of cases of disablement to the health councils.

¹ I.L.O. Legislative Series, 1956—Nor. 1.

² Norsk Lovtidend, No. 28, 27 July 1936.

³ Ibid., No. 44, 12 Dec. 1956.

⁴ Ibid., No. 23, 5 July 1958.

MIGRATION

LEBANESE EMIGRATION IN 1956 AND 1957

According to official statistics published by the General Statistics Office of the Ministry of National Economy of Lebanon the number of Lebanese emigrants fell in 1957 to 1,143, as against 3,288 in 1956.¹

Admissions and Departures.

An examination of the statistics for admissions and departures of Lebanese travellers over the same period suggests that the actual number of Lebanese emigrants may have been much higher, since the number of Lebanese nationals leaving for the traditional immigration countries was considerably larger than the number arriving from those countries. The number of Lebanese nationals leaving for French territories in Africa and for Australia, Brazil, Egypt, the United States, Canada and Saudi Arabia was 25 per cent. higher than the number of Lebanese nationals coming from those countries.

Age of Emigrants.

Children under 15 years of age accounted for 17 per cent. of the total number of emigrants in 1956 and 21 per cent. in 1957. This high proportion of children reflects the country's demographic structure.

Emigrants aged 60 or over accounted for 3 and 4.5 per cent. respectively of the total number of emigrants in 1956 and 1957.

Distribution by Region of Origin.

The table below shows that about one-third of the emigrants came from the region of Mount Lebanon. This is due to traditional factors (the first

DISTRIBUTION OF LEBANESE EMIGRANTS BY REGION OF ORIGIN, AGE AND SEX, 1956 AND 1957

(Figures for 1957 in parentheses)

Age (in years)	Sex (M or F)	Beirut	Bekaa	North Lebanon	South Lebanon	Mount Lebanon	Total
Under 15	{ M	41 (18)	77 (37)	38 (24)	62 (16)	122 (37)	340 (132)
	{ F	33 (25)	54 (16)	30 (19)	44 (15)	69 (37)	230 (112)
15 to 29	{ M	158 (46)	291 (85)	267 (66)	197 (46)	404 (127)	1,317 (370)
	{ F	67 (21)	79 (41)	81 (34)	67 (26)	124 (44)	418 (166)
30 „ 44	{ M	62 (19)	93 (32)	80 (25)	70 (16)	146 (56)	451 (148)
	{ F	25 (13)	32 (14)	28 (8)	34 (6)	62 (25)	181 (66)
45 „ 59	{ M	27 (16)	32 (7)	26 (11)	24 (4)	54 (24)	163 (62)
	{ F	13 (7)	7 (4)	13 (9)	16 (4)	27 (11)	76 (35)
60 and over . .	{ M	12 (5)	10 (5)	12 (4)	18 (3)	28 (17)	80 (34)
	{ F	8 (8)	4 (3)	4 (2)	7 (2)	9 (3)	32 (18)
Total all ages .	{ M	300 (104)	503 (166)	423 (130)	371 (85)	754 (261)	2,351 (746)
	{ F	146 (74)	176 (78)	156 (72)	168 (53)	291 (120)	937 (397)
Total both sexes		446 (178)	679 (244)	579 (202)	539 (138)	1,045 (381)	3,288 (1,143)

¹ Liban, Ministère de l'Economie Nationale, Service de Statistique Générale: *Bulletin Statistique trimestriel*, Vol. VIII, No. 4, Fourth Quarter 1957.

Lebanese emigrants came from this region and they are still bringing out members of their families) as well as economic factors (this region does not have the same economic potentialities as other parts of the country).

The smallest group in 1957 was that of emigrants from Southern Lebanon, mainly because social and family structures in that district limit emigration possibilities.

The other three areas, namely Beirut, North Lebanon and Bekaa, accounted for 54.6 per cent. of emigrants in 1957, as against 51.8 per cent. in 1956.

EMIGRATION AND IMMIGRATION OF SWISS NATIONALS IN 1956, 1957 AND 1958

Statistics compiled by the Swiss Federal Office of Industry, Arts and Crafts, and Labour with regard to the migration of Swiss citizens liable for military service over the period 1956-58¹ indicate a slight tendency for emigration to fall and a steady increase in the numbers returning from abroad.

As shown in table I, 8,152 people left the country in 1956, 8,329 in 1957 and 7,949 in 1958. Those returning numbered 5,785 in 1956, 6,294 in 1957 and 6,739 in 1958. The result was a net emigration of 2,367 people in 1956, 2,035 in 1957 and 1,210 in 1958.

TABLE I. MIGRATION FROM AND TO SWITZERLAND, 1956-58

Region or country	Emigration			Returns			Excess of emigration (-) or returns (+)		
	1956	1957	1958	1956	1957	1958	1956	1957	1958
<i>Europe :</i>	5,202	5,285	5,418	4,096	4,497	4,744	-1,106	-788	-674
France	1,099	1,112	1,102	952	992	1,000	-147	-120	-102
Great Britain . .	1,436	1,449	1,462	1,169	1,260	1,297	-267	-189	-165
Federal Republic of Germany . .	880	909	980	581	692	741	-299	-217	-239
Other countries .	1,787	1,815	1,874	1,394	1,553	1,706	-393	-262	-168
<i>America :</i>	1,705	1,930	1,420	917	959	1,107	-788	-971	-313
Canada	595	702	387	160	213	282	-435	-489	-105
United States . .	809	802	704	468	463	558	-341	-339	-146
Other countries .	301	426	329	289	283	267	-12	-143	-62
<i>Africa :</i>	501	447	486	416	470	434	-85	+23	-52
<i>Asia :</i>	286	268	305	247	217	278	-39	-51	-27
<i>Australia :</i>	226	210	133	58	70	71	-168	-140	-62
<i>Destination unknown :</i>	232	189	187	51	81	105	-181	-108	-82
<i>Total . . .</i>	8,152	8,329	7,949	5,785	6,294	6,739	-2,367	-2,035	-1,210

¹ *La Vie économique* (Berne), 31st Year, Feb. 1958, pp. 105-107, and *ibid.*, 32nd Year, Feb. 1959, pp. 82-83.

As may be seen from table I, most of the emigrants went to other countries in Europe (60.8 per cent. in 1956, 63.4 per cent. in 1957 and 68.2 per cent. in 1958). Whereas the number of Swiss going to settle in those countries showed a slight increase from 1957 to 1958 the number of emigrants to the American Continent fell off considerably (23.2 per cent. in 1957 and 17.9 per cent. in 1958). Emigration to other continents changed very little (11.1 per cent. in 1957 and 11.6 per cent. in 1958), and the proportion of people leaving for an unknown destination remained unaltered.

Most of the Swiss who came back to Switzerland (about 70 per cent. of the total) also came from Europe. One-sixth of the immigrants came from the American Continent and about one-ninth from other continents.

There was an emigration surplus to all the continents. As regards European countries the surplus was only slightly reduced in 1958 as compared with 1957; on the other hand, there was a very marked fall (from 971 to 313) as regards the American Continent. Contrary to what happened in 1957, there was net emigration from Switzerland to Africa in 1958. The countries which received the largest number of Swiss emigrants were the Federal Republic of Germany, Great Britain, the United States, Canada and France in that order.

The age distribution of emigrants and persons returning to Switzerland remained fairly uniform during the period under review, as may be seen from table II. In 1958 young people under 30 years of age accounted for 77.2 per cent. of emigrants and only 69.7 per cent. of the returns. In 1958 there was a net emigration figure of 1,440 for this age group; 1,095 were men between 20 and 24 years of age. Persons returning to Switzerland are generally older than those leaving. In the 30 to 39 age group as well as over the age of 45 there is a slight excess of returns.

TABLE II. AGE DISTRIBUTION OF EMIGRANTS AND OF PERSONS RETURNING TO SWITZERLAND, 1956-58

Age group	Emigration			Returns			Excess of emigration (—) or returns (+)		
	1956	1957	1958	1956	1957	1958	1956	1957	1958
Under 20 . .	237	245	296	55	78	81	-182	-167	-215
20 to 24 . .	3,844	3,794	3,692	2,055	2,251	2,597	-1,789	-1,543	-1,095
25 „ 29 . .	2,197	2,325	2,148	1,793	1,988	2,018	-404	-337	-130
30 „ 34 . .	806	924	800	767	846	877	- 39	- 78	+ 77
35 „ 39 . .	427	420	448	419	404	461	- 8	- 16	+ 13
40 „ 44 . .	271	271	213	252	247	211	- 19	- 24	- 2
45 „ 49 . .	178	167	150	155	195	210	- 23	+ 28	+ 60
50 and over .	192	183	202	289	285	284	+ 97	+102	+ 82
Total . . .	8,152	8,329	7,949	5,785	6,294	6,739	-2,367	-2,035	-1,210

Table III shows that in 1958, as in previous years, the largest groups of emigrants were those in commerce and administration (29.1 per cent.), the liberal professions (19.4 per cent.) and metals and machinery (18.5 per cent.). These same groups account for the largest proportion of gainfully occupied persons returning to Switzerland (31.5 per cent., 20.1 per cent. and 17.1 per cent. respectively).

TABLE III. OCCUPATIONAL DISTRIBUTION OF SWISS NATIONALS LIABLE FOR MILITARY SERVICE WHO EMIGRATED OR RE-ENTERED THE COUNTRY, 1956-58

Occupation	Emigrants			Returns			Excess of emigration		
	1956	1957	1958	1956	1957	1958	1956	1957	1958
Agriculture and forestry . . .	365	358	294	263	282	287	102	76	7
Food and clothing	468	475	438	263	283	329	205	192	109
Building	259	235	203	125	145	152	134	90	51
Metals and machinery . . .	1,448	1,469	1,329	858	970	1,061	590	499	268
Commerce and administration	2,066	2,189	2,090	1,669	1,848	1,952	397	341	138
Hotels and catering	528	528	586	327	404	475	201	124	111
Liberal professions	1,417	1,457	1,397	1,153	1,228	1,248	264	229	149
Other occupations	894	896	837	578	613	681	316	283	156
<i>All occupations .</i>	<i>7,445</i>	<i>7,607</i>	<i>7,174</i>	<i>5,236</i>	<i>5,773</i>	<i>6,185</i>	<i>2,209</i>	<i>1,834</i>	<i>989</i>
Not gainfully employed . .	707	722	775	549	521	554	158	201	221
<i>Total . . .</i>	<i>8,152</i>	<i>8,329</i>	<i>7,949</i>	<i>5,785</i>	<i>6,294</i>	<i>6,739</i>	<i>2,367</i>	<i>2,035</i>	<i>1,210</i>

CONDITIONS OF WORK

CONDITIONS IN AUSTRALIAN PORTS IN 1957 AND 1958

The annual report of the Australian Stevedoring Industry Authority provides information on conditions in Australian ports during the 12 months ended 30 June 1958.¹

Duties of the Authority.

The Australian Stevedoring Industry Authority was set up in 1956. It succeeded the Australian Stevedoring Industry Board as the statutory authority responsible for the administration of the industry.

The Authority consists of a chairman and two other members, one representing the management side of the industry and the other the trade union movement.

¹ *Report of the Australian Stevedoring Industry Authority* for the year ended 30 June 1957 and for the year ended 30 June 1958. For a note on the annual report of the Australian Stevedoring Industry Board for the year ended 30 June 1953 see *Industry and Labour*, Vol. XI, No. 11, 1 June 1954, pp. 490-493.

Under the Stevedoring Industry Act, 1949¹, the Australian Stevedoring Industry Board had power to regulate and control the performance of stevedoring operations. The 1956-57 Stevedoring Industry Act, however, does not include control of stevedoring operations as a function of the Authority. Section 17 (2) of the Act provides that in the exercise of its regulatory power the Authority shall avoid imposing limitations on employers in respect of their control of waterside workers and their manner of performing stevedoring operations.

Under the 1956-57 legislation the primary responsibility for the recruitment of labour (except at Darwin) remains with the Waterside Workers' Federation, but the Authority is empowered, in cases where the Federation fails to recruit sufficient personnel, to advertise for persons desirous of being registered as waterside workers, and to register suitable applicants, subject to the Federation and the employers being given an opportunity of objecting to the registration of any particular new entrant.

The functions of the Authority include payment to waterside workers of attendance money and other payments ; to conduct employment bureaux ; to determine the methods, times and places of engagement of waterside workers (including arrangements which will avoid their unnecessary attendance at bureaux) ; to regulate the conduct of waterside workers in and about employment bureaux, wharves and ships ; to make arrangements for allotting jobs to them with a view to ensuring a fair distribution of work ; and to make arrangements by which waterside workers may be transferred from job to job.

Port Quotas and Recruitment.

Whenever so requested by the Waterside Workers' Federation or by the employers' organisations, and in any event at least once in every 12 months, the Authority is required by the Act to consider and, if necessary, vary the quota of waterside workers for a port.

During the year 1957-58 numerous quota changes were made and, in the light of a general decline in cargoes handled by waterside workers, the general trend was towards smaller quotas. On 30 June 1957 the total of all quotas determined by the Authority stood at 25,382. By 30 June 1958 this figure had been reduced to 23,126. The total registered strength at 30 June 1958 stood at 24,188, i.e. 1,062 in excess of the aggregate quota figure at that date.

Employment in 1957-58.

The Authority has continued the policy which it established in May 1957 with regard to recruitment of labour, and, except in special and isolated cases, there has been no intake either of new recruits or of former waterside workers.

For all Australian ports, the intake of men into the industry was the smallest recorded for the last nine years and the exodus the smallest since the year 1953-54. Some 429 men (most of whom were re-registrations) entered the industry, while 1,890 men, many in the younger age groups, left it. The proportion of disabled men in the labour force increased from 14.3 per cent. to 16.4 per cent. during the year. The proportion of men in the older age groups also increased.

The tonnage of cargo handled by waterside workers at Australian ports in 1957-58 was 7 per cent. less than in the previous year. The number of man-hours fell by 9 per cent. Improved organisation of work and increased use of mechanical equipment contributed to the relatively greater fall in man-hours worked. The average number of men credited with attendance money rose by 3 per cent.

¹ I.L.O. *Legislative Series*, 1949—Aust. 3.

Hours of Work and Earnings.

For Brisbane, Port Adelaide, Fremantle and for most of the principal Australian ports combined average weekly hours worked and earnings of waterside workers were less than in the previous year. At Melbourne and Hobart increases were recorded. At Sydney, while there was a fall in average hours worked, gross earnings rose slightly.

The average number of hours worked and the gross earnings per week of waterside workers on the real labour force in the six main ports of Australia in 1956-57 and 1957-58 are shown in the accompanying table.

WEEKLY AVERAGE HOURS AND EARNINGS OF WATERSIDE WORKERS
IN 1956-57 AND 1957-58

Port	Hours worked		Gross earnings	
	1956-57	1957-58	1956-57	1957-58
			£ ¹ s. d.	£ ¹ s. d.
Brisbane	23.2	19.9	16 17 3	15 15 4
Sydney	25.9	25.4	17 15 3	17 19 0
Melbourne (cargo)	29.1	29.3	20 11 8	21 1 2
Port Adelaide	29.8	26.3	19 9 4	18 16 5
Fremantle	28.5	26.7	20 11 3	20 4 3
Hobart	26.4	26.7	17 15 6	18 11 4
Average for all ports . .	26.9	25.1	19 2 10	18 12 0

¹ Australian.

Mechanisation and Improved Cargo-Handling Methods.

Greater use of mechanisation and improved handling methods helped to accelerate the flow of cargo during the year. New cargo-handling techniques, many of which have developed because of overseas experience, have resulted in considerable improvements in rates of work and shipping turn-round.

These improvements were particularly remarkable in the ports of Hobart (12 per cent. improvement over the preceding year), Port Adelaide (9 per cent.) and Sydney (6 per cent.), while the average improvement over the preceding year in the six main ports of the country was 6 per cent.

Within the next few years it is expected that more mechanical equipment, improved port facilities and better vessel design will lead to further major changes in stevedoring practices. The development of bulk-handling facilities, for example, has already resulted in the displacement of many waterside workers.

Welfare Services.

Capital expenditure by the Authority for welfare services during the year under review was limited, as in the previous year, to A£75,000.

New equipment and furniture was provided for several of the Authority's cafeterias, while electrical equipment was provided for snack-bar services at two others.

Extensive additions to amenities and other facilities for waterside workers were made by the appropriate port authorities. They include a modern amenities building at Sydney, with a lunch room for 60 men, a snack bar and hot and cold showers; new kitchens, dining-rooms, shower rooms and amenities of various kinds at a number of smaller ports.

NEW LEGISLATION GOVERNING THE CONDITIONS OF EMPLOYMENT OF AGRICULTURAL WORKERS IN NORWAY

An Act, No. 3 of 19 December 1958 ¹, respecting the conditions of employment of agricultural workers came into force in Norway on 1 January 1959.

Background.

The new Act, which replaces a Temporary Act on the same subject (No. 4 of 3 December 1948 ²), relates in particular to protection against occupational hazards, wages and dismissal, hours of work and rest. It differs from the Temporary Act of 1948 by establishing more extensive safety provisions and more protection against dismissal. Besides general agriculture the Act applies to forestry carried out in combination with farming, as well as to horticulture and stockbreeding undertakings.

Main Provisions of the New Act.

Safety. The Act lays down in general terms that employers must organise work and arrange buildings and mechanical equipment so as to avoid occupational hazards. Measures must be taken to prevent accidents caused in various ways : falls, the handling of animals, electricity, poisonous substances, etc. Where necessary, individual protective equipment must be provided and workers are obliged to use it. First-aid equipment must also be kept on hand according to the size and the type of the enterprise. Persons who sell, hire out or lend farm machinery are obliged under the Act to see to it that the machines are equipped with certain statutory protective appliances. Anybody who wishes to start a farm or to modify an existing agricultural undertaking covered by the Act can consult the Labour Inspection Service to see if the protective measures provided are adequate.

Wages ; dismissal. Workers must be paid their wages in cash unless the contrary is stated in the contract of employment. The Act further prescribes the intervals at which wages must be paid, and makes provisions governing deductions from wages. At the time of payment the worker may demand a written statement showing his total wages, the mode of calculation and any deductions made.

The normal period of notice of intention to terminate a contract of employment is two months in the case of permanent employment and 14 days in the case of seasonal employment. A new feature of the 1958 Act is that agricultural workers are protected against unreasonable dismissal, which was not the case under the Temporary Act of 1948. A worker over 20 years of age who has completed at least two years' continuous service with the same employer is entitled to compensation if he has been dismissed without good reason ; the amount of the compensation is to be increased according to the length of continuous service. The Act also contains provisions governing the dismissal of workers on sick leave.

Hours of work. Normal working hours in agriculture are fixed at eight hours a day or 48 a week. In busy seasons they may be increased by six hours a week, but any such increase must be compensated for by correspondingly shorter working hours during the four following weeks. There is no shortening of the yearly hours of work as compared with previous practice, but the 1948 Act fixed working hours during the summer half-year at nine a day or 50 a week, as against 46 hours a week in the winter half-year. For workers who are mainly tending animals the working hours are fixed

¹ *Norsk Lovtidend*, No. 2, 27 Jan. 1959, p. 103.

² *I.L.O. Legislative Series*, 1948—Nor. 6.

at nine a day and at a maximum of 216 hours in any given period of four consecutive weeks. The working hours for domestic (farm) workers are nine a day. Overtime is limited to a maximum of 25 hours in the course of any given period of four continuous weeks, or 180 hours a year. Dispensation from this limitation may be obtained from the Department of Labour and Municipal Affairs, but only up to a maximum of 250 hours a year. Overtime is paid for at the rate of time-and-a-quarter.

Rest days and public holidays. Every agricultural worker is entitled to at least two rest days in every period of four consecutive weeks, and at least one of them must fall on a Sunday or public holiday. In addition the worker is entitled to have either 1 May or 17 May off. Workers tending animals are entitled to two additional days off during every period of four consecutive weeks, and domestic (farm) workers have one additional afternoon free every week.

Daily rest periods. The Act also provides that farm workers with a working day exceeding five-and-a-half hours' duration must have at least one rest period apart from mealtimes, etc. The rest period is one half-hour (which may be broken up) for an eight-hour day.

SOCIAL SECURITY

AMENDMENTS TO THE NICARAGUAN SOCIAL SECURITY ACT

Certain amendments to the Nicaraguan Social Security Act of 1955¹ were made by a decree dated 2 April 1959.²

Non-Occupational Sickness Benefit and Maternity Benefit.

Medical care. Under the new provisions medical care for any one illness is to be made available for a period of 26 weeks, which may be extended for a further 26.

Maternity benefit. Maternity benefit, which is intended to ensure the welfare of the child, will be granted for the first six months after birth; it is to be exclusively in kind.

Contributions Payable under the Workmen's Compensation Scheme.

Under the new decree, the employer's contribution for the workmen's compensation scheme will be a uniform proportion of wages and salaries in respect of which contributions are payable, irrespective of the classification and nature of the hazards in each undertaking. In addition the National Social Security Institute is empowered to impose a surcharge on the employer's normal contribution rate if an undertaking does not comply with the safety and health standards set by the Institute.

Extension of the Scope of Compulsory Employment Injury Insurance.

The new decree eliminates the difference that existed with regard to compulsory insurance as between employment injury insurance and the other branches of the insurance system. In particular, workers in the

¹ I.L.O. *Legislative Series*, 1955—Nic. 1; see also *Industry and Labour*, Vol. XV, No. 10, 15 May 1956, pp. 427-434.

² Communication from the National Social Security Institute.

service of employers having fewer than five workers permanently in their employment, who were originally exempted from the obligation to join the employment injury scheme, are now compulsorily covered.

Adjustment of Benefits to Changes in the Cost of Living.

The general regulations issued under the Social Security Act have also been considerably amended, and the principle of adjustment of cash benefits to changes in the cost of living now applies: when the general level of the wages of the insured persons shows a marked rise caused by fluctuations in the cost of living, the Governing Body of the Institute is to put forward a new scale of grades, wages and salaries and to propose an increase in the contribution rate and a change in the amount of the benefits, including pensions currently being paid. A considerable rise in the general level of wages will be regarded as having occurred when the difference with the level at the date of the last adjustment amounts to 20 per cent. or more.

A NEW OCCUPATIONAL INJURIES INSURANCE ACT IN NORWAY

An Act respecting occupational injuries insurance ¹, adopted in Norway on 12 December 1958 and coming into force on 1 January 1960, replaces the three different Acts concerning accident insurance for industrial workers ², seamen ³, and fishermen.⁴

Scope of Protection.

The scope of protection against occupational injuries has been extended to cover every person employed in Norway for at least six days a year with annual earnings of at least 1,000 crowns. The scheme also covers registered fishermen, persons employed outside the country aboard Norwegian ships or on Norwegian whaling or sealing expeditions or land stations abroad, as well as flight and ground personnel of Norwegian civil aviation companies. Schoolchildren and students attending educational institutions (including vocational schools and private schools) are covered. However, the private schools must either be state subsidised or be authorised centres for state examinations. It has been estimated that the new Act will extend the scope of protection from about 650,000 at present to about 1.5 million persons. The Act also provides for voluntary insurance for self-employed persons and schools where insurance is not compulsory.

Benefits.

Although some changes and improvements have been made, the benefits are mainly the same as under the three Acts which are replaced, namely medical care, temporary incapacity benefits and permanent disability and survivors' pensions.

Medical care and temporary incapacity benefits. The medical care and temporary incapacity benefits are provided by the sickness insurance scheme under the Sickness Insurance Act (No. 2) of 2 March 1956 ⁵ for the first 52 weeks, except for prosthetic appliances which are granted by the occupational injuries insurance scheme. After that period the benefits

¹ *Norsk Lovtidend*, No. 1, 1959, pp. 51-70.

² *I.L.O. Legislative Series*, 1931—Nor. 3 . . . 1946—Nor. 4.

³ *Ibid.*, 1931—Nor. 4 . . . 1946—Nor. 6.

⁴ *Ibid.*, 1920—Nor. 2 . . . 1946—Nor. 5.

⁵ *Ibid.*, 1956—Nor. 1. See also *Industry and Labour*, Vol. XVI, No. 10, 15 Nov. 1956, p. 438, and Vol. XIX, No. 8, 15 Apr. 1958, p. 323.

are granted by the occupational injuries insurance scheme according to the special provisions governing employment injuries contained in the Sickness Insurance Act.

Permanent disability pensions. Full permanent disability pension amounts to 60 per cent. of the "insured earnings" (this term is explained later). In addition, a supplement of 900 crowns a year is granted in respect of each child under 18 years in the injured person's charge. If the injured person needs special attendance and care a supplement of up to 2,400 crowns a year may be granted. For partial disablement the pension and children's supplements are reduced in proportion to the reduction of earning capacity. The total amount of the disability pension and children's supplements must not exceed 90 per cent. of the insured earnings and is correspondingly reduced in case of partial disablement. No benefits are granted in respect of disablement assessed at less than 15 per cent. For disablement assessed at less than 30 per cent. a lump sum of three times the annual pension is granted instead of a pension. The National Insurance Institution may authorise that the pension be wholly or partly converted into its capital value if the lump sum thus made available would enable the disabled person to set up in business or would otherwise relieve the consequences of the injury. The Institute also provides vocational training grants or helps the injured person to find an occupation. In assessing the disability account must be taken of the earning capacity of the injured person before and after the injury and any wages to which he may be entitled during sickness by virtue of his last employment. The existence and degree of physical impairment may also be taken into account.

Survivors' pensions. On the insured person's death his widow is entitled to a widow's pension of 40 per cent. of the insured earnings if she has one or more children under 18 years in her charge, or is disabled or is 40 years of age or over. Childless widows are entitled to a pension from the age of 40 years. If she is younger at the death of the husband a transitional lump sum of twice the annual widow's pension is granted; this sum is reduced correspondingly if she is over 38 years of age at the time of her husband's death. A widow's pension is discontinued on her remarriage but can under certain circumstances be resumed if the new marriage is dissolved by death or by divorce. A widower who is permanently disabled and was supported by his wife before her death is entitled to a pension of the same amount as a widow's pension; this is reduced in the case of partial disablement. A widow's or widower's pension may be converted on the same conditions as a disablement pension into the capital value of the pension, subject to a maximum corresponding to three times the full annual widow's pension.

The orphan's pension is 900 crowns a year for each child under 18 years. If both parents are deceased the orphan's pension in respect of the first child is equal to the widow's pension. It is 900 crowns in respect of each subsequent child, but in the case of two or more full orphans the total amount of the pension is to be shared equally between them. The orphan's pension may be payable after 18 up to the age of 21 if it is considered justified for the child's education or training. The pension may also be granted beyond the age of 18 if the child is permanently disabled.

The total amount of the widow's and orphan's pensions cannot exceed 90 per cent. of the insured earnings.

Pensions (subject to a maximum equal to the widow's pension) may be granted in certain circumstances to ascendants who were supported by the deceased person.

Disability pensions and survivors' pensions are payable irrespective of whether the pensioner is residing in Norway or abroad. In the latter case the National Insurance Institution may decide that the pension be converted into a lump sum.

Insured Earnings.

The insured earnings to be taken into account for calculation of benefits are the earnings of the insured person when the injury occurred or his estimated annual earnings, with a maximum of 14,000 crowns a year. For registered fishermen the insured earnings are fixed at 6,000 crowns a year, but voluntary supplementary insurance may be taken out for the amount by which the estimated annual earnings exceed that amount. For young persons whose earnings are relatively low on account of uncompleted education or training or lack of experience the earnings are fixed at 6,000 crowns but increased subsequently up to the level which the person would have reached if the injury had not occurred. For schoolchildren and students who have not been trained for any particular occupation the insured earnings are fixed at 6,000 crowns a year as from the age of 18, increasing by 2,000 crowns each year up to a maximum of 12,000 crowns a year.

Financing.

The scheme is to be financed as at present by contributions fixed as percentages of wages, graduated according to risk and paid by the employer. For registered fishermen the contributions for compulsory insurance are covered as follows: 4 crowns a year are paid by the "Fisheries Fund" of 1920¹; 8 crowns a year by the State and the rest by the insured person. In the case of compulsorily insured schoolchildren and students the contributions are paid by the State. In the case of pupils and students at non-compulsorily-insured schools which have taken out voluntary insurance the contributions are to be paid by the school. In all other cases of voluntary insurance the contributions are paid by the insured person himself.

Administration.

The scheme will continue to be administered by the National Insurance Institution, the local administration being entrusted to the local insurance funds.

RECENT AMENDMENTS TO TURKEY'S SOCIAL INSURANCE LEGISLATION

Various changes in the Turkish social insurance system were introduced by three Acts (Nos. 7231, 7232 and 7233) dated 26 February 1959, to allow for the steady rise in the cost of living.²

These Acts, which came into force on 1 March 1959, amend the following provisions: articles 26 and 35 of the Invalidity, Old-Age and Survivors' Insurance Act, 1957 (No. 6900)³; article 7 of Act No. 4772 dated 27 June 1945, respecting insurance against industrial accidents and occupational diseases and maternity insurance⁴; and articles 7 and 27 of the Sickness and Maternity Insurance Act, 1950 (No. 5502)⁵ as amended by an Act (No. 6901) dated 4 February 1957.⁶ These amendments are applicable to all persons covered by these branches of the social insurance system.

¹ See the Accident Insurance (Fishermen) Act of 10 December 1920 (*I.L.O. Legislative Series*, 1920—Nor. 2... 1946—Nor. 5).

² *Resmî Gazete*, No. 10149, 3 Mar. 1959.

³ *I.L.O. Legislative Series*, 1957—Turk. 1.

⁴ *Ibid.*, 1945—Turk. 1.

⁵ *Ibid.*, 1950—Turk. 1.

⁶ *Ibid.*, 1957—Turk. 2.

Under the new legislation—

(a) the minimum insurable daily wage rate for calculating contributions and benefits for the above-mentioned branches of the scheme is increased from T£3 to T£6, and the maximum is increased to T£50.

(b) the minimum invalidity, old-age and survivors' pensions are raised from T£720 to T£1,440 a year.

EMPLOYERS' AND WORKERS' ORGANISATIONS

CONSTITUENT CONGRESS OF A CONFEDERATION OF AFRICAN WORKERS

The Constituent Congress of the General Union of Workers of Black Africa was held at Conakry in the Republic of Guinea from 15 to 18 January 1959.¹

Attendance.

There were 318 delegates from the Republic of Guinea, the Republic of Senegal, the Islamic Republic of Mauretania, the Sudanese Republic, the Republic of Dahomey, the Autonomous Republic of Togo, the Voltaic Republic, the Republic of the Niger, the Republic of the Cameroons, the Gabon Republic, the Republic of Chad and the Central African Republic. The guests included representatives of the Government of the Republic of Guinea, the International Confederation of Free Trade Unions, the World Federation of Trade Unions and trade union confederations of Morocco, Tunisia, France (C.G.T.), China, Ghana, Algeria and the United States. The International Labour Office was also represented.

Report on Orientation and Doctrine.

A report on orientation and doctrine was submitted by Mr. Sekou Touré, a member of the Executive Committee of the Union who is Prime Minister of the Republic of Guinea. The report was discussed in plenary sitting and adopted unanimously. On the basis of that report a committee of the Congress drafted the general resolution which is summarised below.

General Resolution.

Definition and status of the Union. The Union is to be a genuinely African trade union confederation, constitutionally independent of all international trade union federations and confederations. It is to co-ordinate the activities of all trade unions in the fight against colonialism, imperialism and every form of oppression and exploitation of man by man. It will assume the permanent defence of the workers' economic and social interests, the proper and categorical assertion of their dignity as human beings, and the complete emancipation of African peoples. It is on the side of revolutionary syndicalism.

Objectives. After analysing African society, the resolution defines the Union's objectives as follows :

¹ République de Guinée—Secrétariat d'Etat chargé de l'information : *Congrès Général de l'Union Générale des travailleurs d'Afrique noire. Rapport d'Orientation et de Doctrine présenté par Sekou Touré* (Conakry, Imprimerie Nationale).

(a) from the social point of view, the elimination of every form of oppression and exploitation, the raising of the standard of living of the working masses, and measures to deal with the anachronisms of African society ;

(b) from the economic point of view, the abolition of the colonial economy and the building up of an African economy in the interests of the masses alone ; the establishment and development of a modern African industry ; the development of African farming through the use of waste land, the mechanisation of operations and soil improvement by modern methods, an increase in the numbers and an improvement in the quality of the livestock, and the extension of maritime and inland fisheries ; a complete reform of marketing arrangements ; and the substitution of Africans for persons of other races in responsible posts in the economic, social and administrative fields ;

(c) from the political point of view, the liquidation of the colonial régime, so as to ensure the winning and strengthening of independence and the safeguarding and extension of individual and public liberties.

The Union is to be independent of all denominations, political organisations and governments, but it intends to make full use of its right to defend or support, oppose or attack any political tendency or action, according to whether it regards it as favourable or contrary to the interests of the workers and of African peoples.

It rejects a narrowly occupational approach and reformism, both of which are detrimental to the workers' vital interests. It is in favour of the abolition of the privileges of colonial capitalism and of the elimination of all feudal features in the administrative, economic, social and cultural fields.

The Union is called upon to ensure that Africans will actually come to power with the participation of the trade unions in the fight for national liberation, and of militant trade unionists in the work of all political, economic, social and administrative bodies, on which they are to follow the Union's line. The theoretical and practical desirability of simultaneous tenure of trade union and political office should depend solely on an understanding of the workers' best interests, on doctrinal loyalty and loyalty to the objectives and programme of the Union, and on the office bearer's competence and devotion to his duty as a trade union leader at every level.

The class struggle. The resolution states that in African countries south of the Sahara the class struggle is in essence a struggle against the main enemy, which is capitalist imperialism and its allies. Therefore, the major issue at the present day is the formation of a united front by all African forces to secure the collapse of the colonial system. The trade unions, however, must keep a watchful eye on the growth of contradictions within African society and carry out a constant dialectical analysis of new developments and situations so as to be in a position to decide at any moment and in any circumstances on the right attitude and the resulting course of action to be adopted by the working class and by labour organisations. In any case, it is the standing task of the trade union movement to defend the workers' economic and social interests. It must unite the urban and rural workers in their fight and help the peasant masses to organise and agitate to secure the granting of their claims. It must co-operate closely with youth, student and intellectual movements and with African craftsmen and small tradesmen in order that anti-colonial action may be more powerful and more successful.

African independence and unity. The resolution considers that the independence of Guinea opens up a breach in the colonial system of French imperialism and that the will to freedom is growing and acquiring strength throughout the whole of Africa. The union must carry the fight to a higher level in the states of the French Commonwealth in order to secure the

triumph of the cause of national independence. It denounces the moves that have been made to prevent the emergence of the United States of West Africa and is convinced that the achievement of African unity must involve the winning of independence as a preliminary step. It approves of the resolutions and decisions of the Conference of African Peoples held in Accra in December 1958.

Proletarian internationalism. The resolution states that in their limited struggle African workers have the support of the international working class, which in turn has the moral support of African workers in its general struggle against the imperialist forces of oppression and exploitation. The Union will endeavour to establish, maintain and develop friendly and co-operative relations with all national and international trade union confederations on the basis of the workers' interests and of national unity and independence.

Activity Report and Action Programme.

Report. Mr. Cissé Alioune (Republic of Senegal) submitted the activity report and action programme. After discussion, the report was adopted unanimously and was referred to a committee which secured the approval of the Congress for the resolution summarised below.

Resolution. The Congress denounced the repeated attempts made by many African governments in the French Commonwealth to violate the right to strike, trade union rights and democratic freedoms. Action should be taken to eliminate all racial discrimination and to secure a periodical adjustment of the guaranteed general minimum wage to the cost of living, the abolition of local differentials, the negotiation of collective agreements for Africa as a whole, the institution of a real social security system and the defence of trade union rights and democratic freedoms. The Union's executive is to convene a conference of national confederations to draw up a programme of practical action with a view to the institution of a social security system, the raising of family allowances, the promotion of full employment and the introduction of unemployment benefit, and the promotion of a satisfactory scheme of workmen's compensation that will actually be run by the equalisation and family allowance funds in each State. The Congress condemned the use of the Sahara as an atomic testing ground. It called for cease-fire negotiations with the Algerian Government and the recognition of the independence of Algeria and of the Cameroons, which should be united. It decided to lend its support to all the forces throughout the world that had been mobilised in the cause of peace and against the armaments race. As regards the African economy, the Congress called for the launching of a long-term plan for the promotion of all investment that would be compatible with national sovereignty and the material interests of the peoples and the workers. It called on the leaders of the Union and its affiliated organisations to devote the utmost attention to the various problems arising out of the establishment of the Joint Organisation for the Sahara and out of the application of the Common Market treaties. The resolution emphasised the need to organise working women. It called for the widespread introduction of democratic education and the full flowering of African culture. It also called for the institution of medical services for the general population. It protested against the attempts made to divide the African trade union movement and against separatist movements directed against the Union.

Report on Organisational Matters.

Mr. Diallo Seydou (Republic of Senegal) submitted a report on organisational matters. The resolution adopted by the Congress at the end of the discussion on this report covers the following points :

(a) As regards structure, the Congress decided to form a single national confederation for each State or nation, and federations for particular trades covering all the States or nations in which the Union had members ;

(b) as regards the press, it was decided to publish a fortnightly journal and a quarterly review in French and in English ;

(c) as regards education, it was decided to hold an annual leadership course ;

(d) as regards the organisation of the non-wage-earning population, the Congress approved the principle of forming trade unions separate from the Union while also setting up flexible machinery that would permit united action in case of need ; united action with other organisations might also be achieved in specified circumstances and in appropriate ways, with a view to attaining specified objectives in conformity with the Union's line and programme, such as the achievement of independence ; and

(e) the financial resources of the Union were to be derived from members' contributions (35 francs).

Achievement of African Trade Union Unity.

In a special resolution, the Congress stated that it considered it imperative to unite all the trade unions of the African Continent in order to build up a strong force which would play a decisive part in the struggle against foreign colonialism and imperialism and would in future constitute a powerful force which would help to make Africa an indivisible unit, politically, economically and socially. In view also of the statements made by the fraternal delegations from Ghana, Tunisia, Morocco and Algeria, the Congress instructed the executive of the Union to initiate and undertake the necessary action to ensure the holding of a Pan-African Conference of all the trade unions of Africa.

Constitution and Executive.

The Congress adopted the Union's constitution, along the lines of the various reports that had been submitted to the Congress. The constitution mentions in particular that the Union is an international organisation and that it therefore claims consultative status with the United Nations and those of its specialised agencies that deal with economic, social and cultural affairs. The constitution also provides that the Congress is to meet in ordinary session once every two years and may also be convened for extraordinary sessions.

The Union is to be directed by a General Council consisting of three members appointed by each national union and one member appointed by each federation for a particular trade, and by an executive committee elected directly by the Congress.

Elections.

The following elections were made : President, Mr. Sekou Touré ; Vice-Presidents, Messrs. John K. Tettegah (Ghana), Abdoulaye Diallo (Minister-Resident of the Republic of Guinea in Ghana), and Bakary Djibo (Republic of the Niger), further Vice-Presidents' posts being reserved for representatives of the Cameroons, French Equatorial Africa and the Autonomous Republic of Togo ; General Secretaries, Messrs. Gueye Abdoulaye (Guidance), Thiaw Abdoulaye (Economic and Social Affairs), Cissé Alioune (External Relations), and Diallo Seydou (Organisation, Press and Education) ; and Treasurer-General, Mr. Edoh Coffi.

EIGHTH ANNUAL CONFERENCE OF THE MALAYAN TRADES UNION CONGRESS

The Eighth Annual Conference of the Malayan Trades Union Congress (M.T.U.C.) was held at Kuala Lumpur from

19 to 21 December 1958. Mr. Mohammed Yusoff bin Mohammed Noor presided and the Conference was inaugurated by Mr. Ong Yoke Lin, Minister of Labour and Social Welfare.¹

Attendance.

More than 125 delegates and observers representing 36 affiliated unions were present. The International Confederation of Free Trade Unions (I.C.F.T.U.) was represented by an observer.

Address by the Minister of Labour.

In his inaugural address the Minister of Labour said that one of the fundamental policies of the Government was to foster and encourage the growth and development of a strong, free, democratic and responsible trade union movement. The Government and the people were dedicated to uphold the principles and ideals of democracy and freedom enshrined in their Constitution, and they must together fight and root out subversion and lawlessness wherever it was found.

Presidential Address.

The President said that the past year had been a rewarding one in spite of the difficulties created by the trade recession. He appreciated the establishment of the National Joint Labour Advisory Council in 1957 and its contributions towards the promotion of industrial peace. He added that the most serious concern of the Congress was the problem of unemployment.

Resolutions Adopted by the Conference.

Three-year programme. The Conference adopted a three-year programme and urged the workers to make a united and determined effort to achieve the following objectives embodied in it: (a) the organisation of workers in efficient trade unions; (b) the setting up of industrial relations machinery; (c) the creation of a trade union solidarity fund; (d) the introduction of trade union training schemes; (e) the creation of a pool of trade union leaders; (f) the intensification of publicity; (g) the establishment of a reference library and research and legal departments; (h) the promotion of knowledge on civics and social and cultural subjects; and (i) the construction of a M.T.U.C. building in Kuala Lumpur.

International Solidarity Day. The Conference decided to celebrate the I.C.F.T.U.-sponsored International Solidarity Day on 23 October every year, and urged the I.C.F.T.U. "to take a greater interest than it has hitherto taken in the South-East Asia Region".

The co-operative movement. A resolution was passed urging closer co-operation, understanding and ties between the co-operative and trade union movements in the Federation of Malaya.

Economic affairs. The Conference expressed disappointment with the Government's economic policy and urged it to pursue an expansionist economic policy with a high level of investment in order to stimulate full employment.

Election of Officers.

Mr. S. P. S. Nathan was elected President of the Congress and Mr. K. V. Thaver was re-elected General Secretary.

¹ *Suara Buruh* (official organ of the Malayan Trades Union Congress), Vol. III, No. 12, Dec. 1958. For an account of the previous Conference see *Industry and Labour*, Vol. XIX, No. 4, 15 Feb. 1958, p. 154.

ERRATUM

Vol. XXI, No. 10, 15 May 1959

**ECONOMIC DEVELOPMENT OF THE UNITED KINGDOM
NON-METROPOLITAN TERRITORIES**

In the last paragraph on page 377 read “£3.3 million”,
“£3.45 million” and “£470,000” instead of “£3,300 million”,
“£3,450 million” and “£470 million”.

PUBLICATIONS OF THE INTERNATIONAL LABOUR OFFICE

African Labour Survey

Studies and Reports, New Series, No. 48

This survey of labour problems and policies in Africa covers the whole continent south of the Sahara. It is based on published and unpublished documentary sources and on information acquired by officials of the International Labour Office in the course of visits to the countries and territories concerned.

After describing the African background—climate, geography, population density, material resources, indigenous customs, historical development and present-day social conditions—the book deals in turn with agriculture, community development, manpower and employment, productivity, vocational training, freedom of association and industrial relations, wages, recruitment, contracts of employment and conditions of work, occupational safety and health, social security, housing, the co-operative movement, labour administration and inspection, and the application of internationally agreed labour standards. The last chapter contains the conclusions reached at the fifth and final session of the I.L.O. Committee of Experts on Social Policy in Non-Metropolitan Territories, which had before it a draft for the present volume.

The following documentation is provided in the appendices: standards and recommendations of the I.L.O. and other organisations; a reference list of labour legislation; statistical material, additional to that presented in the text, on various aspects of the social and economic situation, in tabular form; a bibliography giving the main recurring sources of information on Africa and the more important sources of background material; and an explanatory note on the Commission for Technical Co-operation in Africa South of the Sahara, the Inter-African Labour Institute and the Inter-African Labour Conference.

712 pages, including country index

Price: \$5; 30s.

CORRESPONDENTS

(Concluded)

Bulgaria: Mr. A. MINTCHEFF, rue Zanko Zerkovski 30, Sofia 21.

Chile: Mr. Jaime ILLANES EDWARDS, Ahumada 236, oficina 518, Santiago (Tel. 67991).

China: Mr. Ching-Ping YIP, P.O. Box 4200, Taipeh, Taiwan (Formosa) ("Interlab Taipeh").

Colombia: Mr. Alfredo VÁZQUEZ CARRIZOSA, carrera 5, núm. II-62, Bogotá ("Interlab Bogotá"; Tel. Centro 63 60).

Costa Rica: Mr. Guillermo PADILLA CASTRO, avenida Tercera 372, apartado 2134, San José ("Interlab San José"; Tel. J 4810).

Cuba: Mr. José Enrique DE SANDOVAL, Mercaderes 26, 1.^{er} piso, Havana ("Interlab Habana"; Tel. M 7813).

Czechoslovakia: Mr. Jiří FISCHER, ÚTK-Klementinum, Prague I.

Ecuador: Mr. V. Gabriel GARCÉS, Asunción 409, Quito ("Interlab Quito").

Greece: Mr. A. TRIANTAFYLOU, Thiras 49, Athens (Tel. 532450).

Haiti: Mr. L. Max FOUCHARD, Bureau du travail, rue de la Révolution, Port-au-Prince ("Interlab Port-au-Prince Haiti").

Iran: Mr. Habib NAFICY, 9 rue Saïdi, avenue Simetri Nezami, Teheran ("Interlab Teheran"; Tel. 32967).

Israel: Mr. E. MARGALIT, Ministry of Labour, Jerusalem ("E. Margalit Interlab Jerusalem Israel").

Lebanon: Mr. Joseph DONATO, Directeur du Département des Affaires sociales, Boîte postale 2306, Beyrouth ("Interlab Beyrouth").

Netherlands: Mr. T. M. PELLINKHOF, Ministerie van Sociale Zaken, Zeestraat 73, The Hague ("Soza The Hague"; Tel. 18 32 20).

Norway: Mr. K. SALVESEN, Sosialdepartementet, Akersgaten 42, Oslo Dep. ("Interlab Oslo"; Tel. 417 800).

Pakistan: Mr. Muhammad ASLAM, Room 8, Block 17, Pakistan Secretariat Hutments, near Chief Court, Karachi ("Interlab Karachi").

Philippines: Mr. Juan L. LANTING, Room 507, Burke Building, Escolta, Manila ("Interlab Manila").

Poland: Mr. H. ALTMAN, Ulica Parkowa 13-17, Warsaw.

Portugal: Mr. A. GOMES d'ALMENDRA, Rua D. João V, 29-3.º E, Lisbon (Tel. 68 17 31).

El Salvador: Miss Rosa PERALTA, Primera Calle Poniente 59, San Salvador (Tel. 3358).

Spain: Mr. Luis ARROYO, O'Donnell 53, Madrid ("Interlab Madrid").

Thailand: Mr. M. DULYACHINDA, Phya Anuraks 152, Pejburi Road, Bangkok.

Turkey: Professor Fadil Hakki SUR, Ankara Hukuk Fakültesi, Ankara ("Interlab Ankara").

Union of South Africa: Mr. L. C. LOOCK, Private Bag 117, Pretoria.

United Arab Republic: Mr. Ihsan JOUKHADAR, P.O. Box 2666, Damascus.

Uruguay: Mr. Rogelio CHERONI SAN ROMÁN, Instituto Nacional del Trabajo, calle San José 1068, Montevideo ("Interlab Montevideo"; Tel. 9 39 52).

Venezuela: Mr. Boris BUNIMOV PARRA, Edificio San Mauricio, Santa Capilla a Mijares 26, Caracas ("Interlab Caracas"; Tel. 812 726).

Yugoslavia: Mr. Ratko PEŠIĆ, Jugoslovenska nacionalna komisija za Medjunarodnu organizaciju rada, zgrada Saveznog izvršnog veća, Belgrade, 2.

Specimen copies sent free on request

Apart from subscriptions and orders, all correspondence concerning the publications (requests for information, suggestions, etc.) should be addressed to the International Labour Office in Geneva (Editorial Division).

INTERNATIONAL LABOUR OFFICE

Catalogues and publications may be obtained at the following addresses:

INTERNATIONAL LABOUR OFFICE, Geneva, Switzerland ("Interlab Genève"; Tel. 32 62 00 and 32 80 20).

INTERNATIONAL LABOUR OFFICE (Liaison Office with the United Nations), 345 East 46th Street, New York 17, N.Y., U.S.A. ("Interlabor Newyorkny"; Tel. Oxford 7-0150).

(Limited distribution only; orders for publications in the United States should be addressed to the Washington Branch Office.)

FIELD OFFICES

Africa: I.L.O. African Field Office, Private Mail Bag No. 2331, Lagos Post Office, Lagos, Nigeria ("Interlab Lagos").

Asia: I.L.O. Asian Field Office, P.O. Box 4, Bangalore, Mysore State, India ("Interlab Bangalore"; Tel. 2762).

Central America, Mexico and the Caribbean: Centro de Acción de la Oficina Internacional del Trabajo, Edificio América (B, 10.º piso), avenida Juárez 42, México 1, D.F., Mexico ("Cedeac México"; Tel. 12 26 78).

South America: Centro de Acción de la Oficina Internacional del Trabajo para América del Sur, avenida Arequipa 173, apartado postal 3638, Lima, Peru ("Centrac Lima"; Tel. 32860 and 45871).

Near and Middle East: Centre d'action du Bureau international du Travail pour le Proche- et le Moyen-Orient, Lüleçiler caddesi 26, Tophane, Istanbul, Turkey ("Interlab Istanbul"; Tel. 49 18 32 and 44 13 42).

BRANCH OFFICES

Argentina: Mr. H. RUIZ MORENO, avenida Presidente R. Sáenz Peña 615 (piso 7.º), Buenos Aires ("Interlab Buenos Aires"; Tel. 34-4943).

Brazil: Mr. Pericles DE SOUZA MONTEIRO, Repartição internacional do Trabalho, Edifício do Ministério do Trabalho, 2.º andar, salas 216 a 220, avenida Presidente Antonio Carlos, Rio de Janeiro ("Interlab Rio de Janeiro"; Tel. 42-0455).

Canada: Mr. D. M. YOUNG, Room 307, 202 Queen Street, Ottawa 4, Ontario ("Interlab Ottawa"; Tel. CE 3-9182).

France: Mrs. A. JOUHAUX, 205 boulevard Saint-Germain, Paris VII^e ("Interlab Paris"; Tel. Littré 92-02 and 92-03).

Germany (Federal Republic): Mr. F. G. SEIB, Kölner Strasse 64a, Bad Godesberg ("Interlab Bonn"; Tel. Bad Godesberg 2322).

India: Mr. V. K. R. MENON, 1-Mandi House, New Delhi ("Interlab New Delhi"; Tel. 44481 and 47567).

Italy: Mr. G. GALLONE, Villa Aldobrandini, 28 Via Panisperna, Rome ("Interlab Roma"; Tel. 68 43 34).

Japan: Mr. Y. SAKURAI, Zenkoku-Choson-Kaikan, 17, 1-Chome, Nagata-Cho, Chiyoda-Ku, Tokyo ("Interlab Tokyo").

Union of Soviet Socialist Republics: Mr. Ivan SADTCHIKOV, Ministry of Foreign Affairs, Moscow.

United Arab Republic: Mr. A. EL MARAGHI, 59 rue Treize, Maadi, Cairo (Tel. 35355).

United Kingdom: Mr. E. S. KRAUSE, 38-39 Parliament Street, London S.W.1 ("Interlab London"; Tel. Whitehall 1437).

United States: Mr. Ralph WRIGHT, 917 15th Street, N.W., Washington 5, D.C. ("Interlab Washington"; Tel. District 7-9120).

CORRESPONDENTS

Australia: Mr. Ian G. SHARP, Department of Labour and National Service, 125 Swanston Street, Melbourne, C.1, Victoria ("Sharp Colabour Melbourne"; Tel. MF 8482).

Austria: Dr. Josef HAMMERL, Bundesministerium für Soziale Verwaltung, Stubenring 1, Regierungsgebäude, Vienna (Tel. 62 16 01).

Belgium: Mr. J. FAFCHAMPS, 58 rue Belliard, Brussels ("Interlab Bruxelles"; Tel. 11 18 01/02/03).

Bolivia: Mr. R. CAPRILES RICO, Edificio Caja de Seguro y Ahorro Obrero, 3.º piso, La Paz ("Interlab La Paz"; Tel. 3436, Int. 19).

(Continued overleaf)