

HOURS AND REST PERIOD

1. The maximum hours of work in industrial and commercial undertakings shall be fixed by the competent authority.

2. So far as practicable, the maximum hours of work in agricultural undertakings shall be fixed by the competent authority.

3. The reports communicated to the International Labour Office in accordance with paragraph 2 of this recommendation shall contain full information concerning the measures taken to regulate hours, including information on the limits of the hours prescribed, any provisions for minimum periods of unbroken rest, any special limitations for unhealthy, dangerous, or onerous operations, any special arrangements for particular operations, any exceptions permitted for seasonal employment, and the methods of application of the regulations.

ANNUAL HOLIDAYS

As soon as practicable, provision shall be made entitling workers employed in industrial and commercial undertakings to an annual holiday with pay of at least twelve working-days after one year of substantially regular employment. Where the employment of a worker is terminated after the completion of six months' service for a reason other than misconduct on his part, he shall be entitled to a *pro rata* payment in lieu of an annual holiday.

SOCIAL SECURITY

1. It shall be an aim of policy, in areas where substantial numbers of the workers normally earn their living by wage-earning, to introduce compulsory insurance for the protection of wage-earners and their dependants in cases of sickness and maternity, old age, death of the breadwinner, and unemployment. As soon as the necessary conditions for the operation of such insurance are present, arrangements to that end shall be inaugurated.

2. It shall be an aim of policy to provide, through compulsory sickness and maternity insurance, medical care for injured and their dependants, in so far as such care is not already provided as a free public service.

There are altogether seventy-one Articles, some of which were adopted at Philadelphia and later endorsed at Paris, together with additional recommendations adopted at Paris.

It is not practicable to cover all of the recommendations in this report. The above excerpts will indicate the valuable contribution which the International Labour Organization has made to the welfare of the peoples of dependent territories. It is the central international body collating the best thoughts of the world in this direction. It is the directing authority which, after full and serious analysis of these thoughts, sends them out in turn to the States of the world for practical application.

PROTECTION OF CHILDREN AND YOUNG WORKERS

On the Agenda was the draft conclusions in respect to the protection of children and young workers.

The Office had prepared a preliminary report to serve as a basis for discussion. A committee consisting of fifty-six delegates, composed of twenty-four Government members, sixteen workers' members, and sixteen employers' members, was elected to consider the report. The voting at the Committee meeting was by a system known as the Ridell-Traut system, by virtue of which each Government member had two votes and each employers' member and workers' member three votes each.