

- (5) Appropriate measures to be taken to induce employers and employers' organizations on the one hand, and workers' organizations on the other, to enter into negotiations with a view to regulating conditions of employment by means of collective agreements.
- (6) Appropriate machinery to be established, where necessary, for the purpose of ensuring respect for the right to organize and to bargain collectively as defined in points (2), (3), (4), and (5) above.

The final resolution submitted by the Committee to and adopted by the Conference is contained in Appendix No. 11.

REVISION OF CONVENTIONS CONCERNING THE NIGHT WORK OF WOMEN AND YOUNG PERSONS

The Conventions which were the subject of consideration were the Night Work (Women) Convention, 1919, the Night Work (Women) Convention (Revised), 1934, and the Night Work of Young Persons (Industry) Convention.

These Conventions contain provisions prohibiting the employment of women and young persons during certain hours ("barred period") in specified industries.

The main points covered by the proposed revisions were:—

- (a) Definition of "industrial undertaking" and the categories of employment included in the scope of the Conventions.
- (b) Definition of the term "night" in the Conventions relating to women to allow more flexibility in the interval of prohibited employment ("barred period") so as to facilitate the development of double day-shift systems, and in the case of the Convention relating to young persons to provide for a longer consecutive rest period, as well as for greater flexibility in the arrangement of the "barred period."
- (c) Addition of a provision in the Convention relating to women to permit of the prohibition on the employment of women being suspended when in cases of serious emergency the national interest makes this necessary.
- (d) Extension of the exception applying to women in managerial positions to include women in responsible technical and professional positions.
- (e) Revision of the exceptions provided for in respect of young persons of sixteen years of age and over employed in continuous work in specified industries.
- (f) Reconsideration of the exceptions provided for in respect of young persons employed in coal and lignite mines and in the baking industry.

The Committee set up to consider these matters devoted sixteen sessions to its task, but in spite of divergent opinions and the prolonged discussions on many of the points at issue, satisfactory solutions were found in almost every case. Consideration was given to the question of including transport industries in the Conventions, but after a prolonged discussion it was decided to refer the matter to the Governing Body for examination.

With regard to Article 2 of the Convention, relating to the employment of young persons, the Committee agreed upon a text which provided that the "barred period" in the case of young persons under sixteen years of age should include the interval between 7 o'clock in the evening and 6 o'clock in the morning. However, when a Government amendment was moved in plenary session proposing to substitute the words "10 o'clock" for "7 o'clock," the workers' group, which in Committee had strongly opposed any such alteration, signified that it would support the amendment rather than run the risk of not obtaining the two-thirds majority vote required for the adoption of the revised Convention.