

it was agreed that a clause should be inserted in the exclusions Article providing that Governments should consult workers' and employers' organizations before passing regulations providing for such exclusions.

The workers' representatives also obtained the insertion of a provision forbidding under any circumstances the payment of wages in the form of spirituous liquors and noxious drugs.

The general discussion on the proposed Convention was noteworthy for statements made by the Indian and Pakistan delegates that their respective countries would be unable to ratify a Convention on this subject because it set too high a standard for countries so vast, thickly populated, and poor as to be unable to provide the necessary inspection service. The Belgium Government representative, who was the Reporter of the Committee, in reply stated that the Convention established necessary principles in a very important field—that of wages—and the attempt to establish these principles should not be abandoned because of internal difficulties in certain countries, whose position was recognized by Article 17 of the Convention (whereby ratification of certain areas in a country might be exempted from the application of the Convention).

The texts of the Convention and Recommendation as approved by Conference are found in Appendices 5 and 6.

#### (c) WAGES : GENERAL

The Committee had before it the General Report on Wages and four proposed Resolutions: one on systems of payment by results, presented by the Belgian Government member; one on the dismissal wage, presented by the Indian workers' member; one on further studies in the field of wages, presented by the workers' members of the Committee; and one on the minimum wage, presented by the Cuban Government member. The second and fourth of these proposed Resolutions replaced the Resolutions on the same subjects which had been presented by their authors at the Thirty-first Session of the Conference and had been held over for consideration at the present session.

In view of the shortness of the time available after dealing with the two other items on its Agenda, the Committee felt it could not give the necessary full and detailed consideration to the extremely important problems raised in the General Report and in the Resolutions mentioned above.

The Committee accordingly submitted a Resolution to the Conference concerning future consideration of problems in the field of wages (see Appendix 12 (c)).

#### VOCATIONAL GUIDANCE

This question was examined for the first time at the Thirty-first Session of the Conference (see parliamentary paper A-7A, 1948, page 10), and was referred to the Thirty-second Session for final decision. In the Committee set up to deal with this question, two main points of view emerged. The employers' members maintained that the text of the Recommendation, in the form submitted to the Committee, contained such excessive detail as would make its application difficult in the various countries. The workers' and Government members, on the other hand, favoured the retention of the Office text without major alteration. The latter point of view prevailed.

The different general principles which had been approved during the course of debate as being suitable for inclusion in a preamble or in an introduction may be summarized as follows: (1) vocational guidance is a continuous process which starts during schooling, but the fundamental principles of which remain the same irrespective of the age of the individual seeking advice; (2) vocational guidance facilities and services can only be established and developed in progressive stages; and (3) systems of vocational guidance must be adapted to the needs of different countries.