

5. In cases where partial payment of wages in form of allowances is authorized, appropriate measures to be taken to ensure that—

- (a) Such allowances are appropriate for the personal use and benefit of the worker and his family ;
- (b) The value attributed to such allowances is fair and reasonable.

Machinery

6. The Convention not to lay down the method or methods by which the minimum wage should be fixed, but to be confined to laying down general principles to be observed by the Governments, which should, however, be at liberty to choose their own methods.

7. The methods by which the minimum wage should be fixed to make provision for full preliminary consultation with the most representative organizations of employers and workers concerned, where they exist, and with any other persons specially qualified by their trade or functions to be usefully consulted.

8. The employers and workers concerned to be associated in the operation of, to be consulted by or to have the right to appear before, as the case may be, the minimum wage fixing machinery in such manner and to such extent as may be determined by national laws or regulations, but in any case, in equal numbers and on equal terms.

9. Minimum rates of wages fixed to be binding on the employers and workers concerned so as not to be subject to abatement by them by individual agreement, nor, except with general or particular authorization of the competent authority, by collective agreement.

Enforcement

10. The Convention to lay down that the necessary measures adapted to the particular conditions obtaining in agriculture should be introduced in the form of a system of supervision, including sanctions, in order to ensure that employers and workers are informed of the rates fixed and that the wages actually paid are not less than the minimum rates.

11. The Convention to contain a provision to the effect that any worker who has received less than the minimum wage is entitled to recover the sum due to him, subject to such limitation of time as may be determined by the national laws or regulations.

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12. The Convention to contain a provision to the effect that the Governments should communicate to the International Labour Office a list of categories of workers covered by the system of fixing minimum wages, the approximate number of workers covered and a general statement on the minimum rates of wages and other conditions established.

III. CONCLUSIONS RELATING TO A RECOMMENDATION CONCERNING MINIMUM WAGE FIXING MACHINERY IN AGRICULTURE

1. The Recommendation to indicate the bases to be adopted in determining the minimum rates of wages in agriculture as follows :—

- (a) For the purpose of determining the minimum rates of wages to be fixed, the wage fixing body should in any case take account of the necessity for enabling the workers concerned to maintain a suitable standard of living.
- (b) Among the factors to be taken into consideration in the fixing of minimum wage rates are the following : the cost of living, fair and reasonable value of services rendered, wages paid for similar or comparable work under collective bargaining agreements in agriculture, and the general level of wages for work of a comparable skill in other industries where the workers are sufficiently organized.