

2. Whatever form it may assume, the minimum wage fixing machinery in agriculture to include provision for investigation into conditions in agriculture and occupations related thereto, and make provision for consulting the parties who are primarily and principally concerned, namely, employers and workers, or their most representative organizations, where they exist. In all cases, the opinion of both parties to be sought on all questions concerning minimum wage fixing, and due weight given to their opinion.

3. To give more authority to the rate fixed, in cases where the machinery adopted for fixing minimum wages makes it possible, the workers and employers concerned to be enabled to participate directly and on an equal footing in the operation of such machinery through their representatives, who should be equal in number or have an equal number of votes.

4. In order that the employers' and workers' representatives should enjoy the confidence of those whose interests they represent, in the cases referred to in paragraph 3 above, the employers and workers concerned to have the right, in so far as circumstances permit, to participate in the nomination of the representatives and the then existing employers' and workers' organizations to be invited to submit the names of persons proposed by them.

5. In the case where the machinery for minimum wage fixing provides for a participation of independent persons, whether for arbitration or otherwise, these to be chosen from persons of either sex who possess the necessary qualifications for carrying out their functions and who have no such interest in agriculture or in any branch thereof as would give rise to doubts as to their impartiality.

6. Provision to be made for the procedure of revising minimum wage rates.

7. In order to provide effective protection for the wages of the workers concerned, the methods of enforcing the payment of wages not less than the minimum fixed wages to include—

- (a) Measures for informing employers and workers of existing wage rates ;
- (b) Official supervision of the wages actually paid ;
- (c) Sanction in the case of infringement of existing rates and measures to prevent such infringements.

8. The wage fixing body should be required to publicize their findings, in the manner most appropriate to the national circumstances, in order that both employers and workers may be fully apprised of the terms of the findings.

9. A sufficient number of inspectors to be employed, either specialized or not, with similar powers to those which were proposed for labour inspectors in the Recommendation concerning the general principles for the organization of systems of inspection, adopted by the General Conference in 1923 ; these inspectors to carry out inquiries among the employers and workers concerned so as to ascertain whether the wages actually paid are in conformity with the rates to be enforced and, if need be, to take any steps which may be authorized in the case of infringement of the rate fixed.

In order to enable the inspectors to carry out their duties efficiently, employers, where appropriate or necessary in the opinion of the competent authority, to be compelled to keep complete and exact documents of the wages paid by them, and to be required also to issue the workers with pay books or similar documents containing the information necessary for verifying whether the wages actually paid are in conformity with existing rates.

10. In cases where workers are, generally speaking, unable themselves to insist on their right to recover the full wage due to them under the existing rates, by due process of law, such other measures as may appear suitable for preventing or checking infringement of the rates fixed, to be provided for.