

REPORT III
(PART 1)

INTERNATIONAL LABOUR CONFERENCE

Fifty-Sixth Session
Geneva, 1971

Third Item on the Agenda

Information and Reports on the Application
of Conventions and Recommendations

SUMMARY OF REPORTS
ON RATIFIED CONVENTIONS

(Articles 22 and 35 of the Constitution)



GENEVA
International Labour Office
1971

The publication of information concerning the ratification and application of international labour Conventions does not imply any expression of view by the International Labour Office on the legal status of the State having communicated a ratification or declaration, or on its authority over the territories in respect of which such ratification or declaration is made; in certain cases these may present problems on which the ILO is not competent to express an opinion.

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INTRODUCTION

Article 22 of the Constitution of the International Labour Organisation provides that "each of the Members agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of Conventions to which it is a party. These reports shall be made in such form and shall contain such particulars as the Governing Body may request." Article 23 of the Constitution provides that the Director-General shall lay before the next meeting of the Conference a summary of the reports communicated to him by Members in pursuance of article 22, and that each Member shall communicate copies of these reports to the representative organisations of employers and workers.

The present summary, which covers the period from 1 July 1968 to 30 June 1970, contains information on the Conventions in force at that time. Information received too late for inclusion in last year's summary has, in certain cases, been taken into account in preparing the present summary. Tables indicating ratifications¹ and, in the case of non-metropolitan territories, declarations of application, appear at the end of the document.

Voluntary reports (in respect of Conventions which are not in force for the countries concerned) supplied by certain governments have been also taken into account.

A decision taken by the Governing Body at its 134th Session (March 1957) was designed to reduce the size of the volume to a strict minimum. The present volume therefore includes, as regards first reports after ratification, the principal laws and regulations giving effect to a Convention, information on the manner in which each of its substantive Articles is implemented and a brief record of the way in which it is applied in practice. In order to simplify further the presentation of this volume, subsequent reports are listed at the end of the summary, with an indication of the type of information they contain.

As decided by the Governing Body at its 142nd Session and endorsed by the Conference at its 43rd Session (both held in Geneva in June 1959) and confirmed by these bodies in 1961, Conventions in force have been divided into two groups, and detailed reports are requested in alternate years on each of these groups. The present summary covers primarily reports on Conventions in the appropriate group² as well as other reports due under the above-mentioned decision:

¹ Ratifications registered include those of Conventions which States have undertaken to implement in virtue either of a previous ratification by a State of which they formed a part, or of a declaration by a State which was responsible for their international relations.

² Conventions Nos. 1, 3, 5, 7, 8, 9, 11, 13, 14, 15, 20, 21, 26, 27, 28, 30, 32, 33, 35, 36, 37, 38, 39, 40, 43, 45, 47, 49, 50, 58, 59, 60, 62, 64, 67, 68, 84, 86, 87, 91, 97, 98, 99, 100, 102, 103, 106, 107, 108, 110, 111, 112, 119, 120, 122, 123, 128.

INTRODUCTION

(a) first reports; (b) reports relating to cases in which serious divergences between national law and practice and the provisions of a ratified Convention have been noted by the Committee of Experts or the Conference Committee.

The summaries of reports on the application of Conventions in non-metropolitan territories are printed under each Convention following those concerning metropolitan countries.

At the end of the summary, information is given regarding the communication by the governments of copies of their reports to the representative organisations of employers and workers.

The present volume covers reports received by the Office up to 15 November 1970. The report of the Committee of Experts on the Application of Conventions and Recommendations, which examines the reports, is communicated separately to the Conference as Report III (Part 4).

Note. The following abbreviation is used throughout the summary: LS = Legislative Series of the International Labour Office.

APPLICATION OF CONVENTIONS

(Articles 22 and 35 of the Constitution)

Convention No. 13: White Lead (Painting), 1921

KHMER REPUBLIC

Decree of 30 December 1936 to issue regulations governing the conditions of employment of natives of French Indo-China and persons placed on the same footing (Journal Officiel de la République française (J.O.), 31 Dec. 1936, No. 306, p. 13673) (LS 1936-Fr. 18).

Decree of 24 February 1937 to issue regulations respecting the employment of Europeans and persons placed on the same footing in French Indo-China (J.O., 3 March 1937, p. 2666).

Decree of 28 December 1937 (extending inter alia to Cambodia the provisions of the international Convention concerning the use of white lead in painting).

Article 1 of the Convention. No cases can be reported in which the use of white lead or sulphate of lead, or products containing these pigments, has been considered necessary by the competent authorities.

Article 2. No definitions have been officially laid down to distinguish between the various forms of painting.

Article 3, paragraph 2. The employment of painters' apprentices in the conditions laid down in this paragraph is not authorised. There are no representative organisations of employers and workers in Cambodia.

Article 5. There are no regulations calling for special precautions in spray painting. The regulations require the provision of washing and changing facilities for workers handling obnoxious or hazardous substances, if ordered by the Labour Inspector.

Article 7. No cases of lead poisoning related to painting work have been recorded.

Convention No. 14: Weekly Rest (Industry), 1921

BYELORUSSIA

Constitution of the Byelorussian SSR.

Labour Code of the Byelorussian SSR of 1929, as amended.

Order of the Council of Ministers of the Byelorussian SSR and the Byelorussian Council of Trade Unions of 8 April 1967 to institute a five-day working week.

Order of 24 September 1929 to approve the Order respecting hours of work and rest in undertakings and institutions which have made the change to the continuous working week (IN, No. 42) (LS 1929-Russ. 3G, H).

Under section 94 of the Constitution, citizens have the right to rest, which is guaranteed by the institution of a seven-hour working day for wage and salary earners (and a six-hour working day for certain occupations involving arduous conditions of employment). Rest is also guaranteed by the institution of annual leave with pay for wage and salary earners and by the establishment of an extensive network of convalescent and rest homes, which is supplemented by workers' clubs.

The legislation governing weekly rest applies to every person working as an employee in a state undertaking or establishment, co-operative society or voluntary organisation; it precludes the possibility of restricting the right of any class of employees to enjoy a weekly rest (section 1 of the Labour Code). It is consequently unnecessary to define or delimit this right or to provide for exceptions in the case of any branch of the national economy, such as commerce, government offices, or public or communal services.

In accordance with the Order of 8 April 1967, a five-day working week has been introduced for wage and salary earners employed in state undertakings, institutions and organisations, co-operative societies and voluntary organisations, though there has been no reduction in the over-all number of hours worked each week. By retaining this over-all number of working hours and introducing a five-day week, it has been possible to eliminate nearly 15 per cent of idle time and production workers can consequently enjoy a longer consecutive weekly rest than is provided for in Article 2 of the Convention. The introduction of a system whereby workers enjoy two days off each week has afforded them greater possibilities of improving their skills and using their free time to broaden their educational backgrounds.

The regulations at present in force provide for working hours to be reduced by one hour on days preceding public holidays in the case of workers who were employed for seven hours a day when they were subject to a six-day week.

As a general rule it is unlawful to refuse to grant a worker his continuous weekly rest on the days of the week that have been fixed for the purpose or to replace the rest by the payment of cash compensation.

In pursuance of the Order of 24 September 1929, provision has been made for work to be done on a rest day only as a quite exceptional measure (to deal with a mechanical breakdown or undertake urgent repair work or jobs of a similar nature) and then only on written instructions from the management issued in consultation with the trade union organisation; the instructions must indicate the date on which the worker concerned will be granted a compensatory rest day, which must be given as soon as possible, and in any event within two weeks.

Section 110 of the Labour Code provides that, in undertakings or institutions where the working conditions are such that the majority or any section of the wage and salary earners are unable to avail themselves of the rest days laid down for the staff as a whole, the prescribed weekly rest is to be granted on other days, subject to trade union approval. Normally, circumstances of this type occur in undertakings and institutions engaged in continuous working or maintaining a permanent public service (transport, communications, electric power stations, etc.). The length of the uninterrupted weekly rest granted to such wage and salary earners is the same as for all other workers.

It is unlawful to order any person to work on a day fixed as his weekly rest day.

THAILAND

Announcement of the Ministry of Interior concerning working hours and holidays of employees, conditions of work of women and children, payment of wages and welfare services, of 20 December 1958 (B.E. 2501), (Royal Thai Government Gazette, 21 January 1959).

Notification of the Ministry of Interior No. 3 respecting working hours and holidays of employees, the employment of women and children, the payment of wages, and the provision of health facilities for employees, of 23 March 1964 (B.E. 2507). (Royal Thai Government Gazette, 21 March 1964, Vol. III, No. 371, p. 150).

The provisions of the 1964 notification apply to industrial and commercial enterprises, agriculture being excluded.

Section 4 of the 1958 announcement provides that the normal hours of work shall not exceed forty-eight hours per week in industrial undertakings in general, and forty-two hours in undertakings where working conditions may be detrimental to the employees' health.

The Department of Labour and the provincial authorities are entrusted with the supervision of the application of the above legislation through the inspectorate of the Department of Labour and the provincial authorities.

The application of the Convention does not create any problems since its provisions are in line with the existing law and practice.

UKRAINE

Labour Code of the Ukrainian SSR.

Order of 24 September 1929 to approve the Order respecting hours of work and rest in undertakings and institutions which have made the change to the continuous working week (IN, No. 42) (LS 1929-Russ. 3G, H). .

Ordinance No. 191 of 27 March 1967 respecting a five-day working week with two days' rest (Sobranie Postanovlenii Ukrainskoi SSR, 1967, No. 3, Text 23).

Sections 109 and 110 of the Labour Code provide that all workers shall have the right to an uninterrupted weekly rest of at least forty-two hours. It is unlawful to refuse to grant a worker his uninterrupted weekly rest on the day fixed for the purpose.

In exceptional cases and to enable unforeseen types of work to be carried out (such as repair work, breakdowns, and the completion of urgent jobs), a person may be called on to work on his rest day, on condition that he is granted another day off in compensation within the next two weeks (Order of 24 September 1929). A person may not be called on to work in such cases without written instructions from the manager of the undertaking or organisation. Such instructions must indicate the day on which it is proposed to grant the compensatory weekly rest day and must be approved beforehand by the trade union authorities in the undertaking or organisation.

It is not lawful to compensate a worker for a weekly rest day by granting him a sum of money, longer time off (two days instead of one) or longer annual leave. Ordinance No. 191 of 27 March 1967, which provides for the transfer of the staff of undertakings, institutions and organisations to a five-day working week with two days off, was adopted with the object of improving the working conditions of wage and salary earners, affording them greater possibilities of broadening their skills and educational backgrounds and enabling production to be more efficiently organised. The transition to a five-day working week (five working days and two days rest) does not alter the general hours of work and has now been implemented in accordance with the Plan.

Convention No. 16: Medical Examination of
Young Persons (Sea), 1921

PEOPLE'S DEMOCRATIC REPUBLIC OF YEMEN

Employment of Women, Young Persons and Children Ordinance, Chapter 55 of the Laws of Aden.

Article 1 of the Convention. The term "vessel" is defined in section 2 of the Ordinance.

Articles 2, 3 and 4. Section 6 of the Ordinance fully applies these Articles.

The Ministry of Labour and Welfare is the authority entrusted with the application of the above-mentioned legislation.

Convention No. 17: Workmen's Compensation
(Accidents), 1925

REPUBLIC OF MALI

Act No. 62-68 AN-RM of 9 August 1962 to promulgate a Social Security Code in the Republic of Mali (Journal officiel de la République du Mali, 15 October 1962).

Act No. 62-67 AN-RM of 9 August 1962 to promulgate a Labour Code for the Republic of Mali (ibid.) (LS 1962-Mali 1). .

Articles 1 and 2 of the Convention. The workmen's compensation and accident prevention scheme applies to all wage-earning workers and similar persons as defined in section 1 of the Labour Code, namely all workers, irrespective of sex or nationality, who have entered into a professional relationship, in return for remuneration, under the direction and control of another person, including individuals or corporations having a public or private, lay or religious character (called the employer). Apprentices and students at vocational training centres, as well as members of workers' production co-operatives and managers of limited liability companies, are also covered by these schemes.

Article 5. The compensation payable where the accident results in permanent incapacity or death is paid to the injured person or his dependants. It includes on the one hand a daily allowance in the event of temporary incapacity involving an interruption of work, and

on the other hand, a pension payable in the event of permanent incapacity and a survivors' pension payable to the dependants if the injured person should die. After five years, reckoned from the start of entitlement, the pension may be wholly replaced by a lump-sum payment at the request of the beneficiary, in the circumstances laid down in the Social Security Code. Total conversion into capital is permissible, however, only if the beneficiary is of full age and the extent of incapacity does not exceed 20 per cent.

Article 6. The daily allowance is paid by the National Social Security Institute as from the first day following the interruption of work, no distinction being made between week-days and Sundays, throughout the whole period of incapacity for work. The wage due for the day on which the accident occurred is payable by the employer.

Article 7. When the permanent incapacity is total and such that the injured person must have the help of another person to perform the usual acts of everyday life, the pension is increased by 40 per cent.

Article 8. Any change in the condition of the injured person (aggravation or reduction of infirmity) may result in the pension being reviewed. This may take place following medical examinations effected at the request either of the Institute or of the injured person at intervals of six months during the two years following recovery or healing of the wound, and of one year after the end of this period.

Article 9. The Institute is responsible for defraying the cost of medical, surgical and pharmaceutical aid and surgical appliances, as well as of the rehabilitation, retraining and reinstatement of the injured person.

Article 10. Persons injured in occupational accidents are entitled to the supply, repair and renewal, without charge, of prosthetic and orthopaedic appliances rendered necessary by the infirmity resulting from the accident. Towards this end, an Appliances Board has been set up in the Ministry of Public Health, to which the injured person or the Institute may appeal against decisions of the medical practitioner concerning the supply or renewal of such appliances. The legislation also provides for the necessary supervision to prevent abuses.

Article 11. Payment of compensation to victims of occupational accidents is the exclusive responsibility of the National Social Security Institute, which is controlled by the State.

The application of the legislation on workmen's compensation is entrusted to the Labour Inspectorate, which may delegate its powers to the Institute's supervisors.

Convention No. 19: Equality of Treatment
(Accident Compensation), 1925

THAILAND

Announcement of the Ministry of Interior concerning Rules of Payment, Method of Payment, and Amounts of Compensation, dated 20 December 2501 (1958).

No distinction is made between national and foreign workers as regards the right to compensation for injuries incurred in occupational accidents.

The Labour Protection and Labour Relations Division of the Department of Labour, and the provincial authorities in localities where officials of the Department of Labour are not available, are responsible for the enforcement of the legislation.

PEOPLE'S DEMOCRATIC REPUBLIC OF YEMEN

Workmen's Compensation Ordinance, Chapter 165 of the Laws of Aden.

Article 1 of the Convention. Under the above-mentioned legislation, workmen who suffer injuries resulting from accidents arising out of and in the course of employment, irrespective of their nationality, are entitled to compensation during the period of temporary partial or total incapacity, and for any degree of permanent incapacity resulting thereafter.

The dependants of workmen fatally injured as a result of such accidents are entitled to compensation.

Nothing in the legislation prevents the remittance of these entitlements outside the Republic. No special arrangements have been made with other Members in connection with the payment of benefits abroad.

Article 2. No special agreements concerning workers temporarily or intermittently employed in the territory of the State have been made with any other Member.

Article 3. The legislation was already in force before the Convention was ratified.

Article 4. No modifications have been made to the legislation during the period under review.

The Ministry of Labour and Welfare is responsible for applying the legislation; its enforcement is entrusted to the workmen's compensation section, and is effected through the medium of administrative measures, inspections and legal proceedings.

Statistics concerning foreign workers are not available; the application of the Convention gives rise to no difficulties.

Convention No. 26: Minimum Wage-Fixing Machinery, 1928

BURUNDI

Labour Code, Legislative Order No. 001/31 of 2 June 1966 (Bulletin Officiel (B.O.) No. 9 bis, of 19 September 1966).

Ordinance No. 110/13 of 30 January 1968 to prescribe the membership of the National Labour Board (ibid, No. 3, 1968).

Article 1 of the Convention. The provisions of Chapter I of Title V of the Code, relating to minimum wages, apply to all workers regardless of the branch of activity in which they are employed. Since home working trades are practically non-existent in Burundi, it was not considered necessary to set up special minimum wage-fixing machinery for this category of workers.

Article 2. The establishment of minimum wage-fixing machinery was preceded by consultation of the leaders of employers' and workers' associations, mainly by means of surveys.

Article 3, paragraph 1. The Minister of Social Affairs and Labour determines the rules in accordance with which minimum rates are fixed, as well as the minimum wage rates, after consulting the National Labour Council (section 66 of the Labour Code).

Paragraph 2(1) and (2). The purpose of the National Labour Council, which comprises an equal number of employer, worker and government members, is to study elements that might provide a basis for minimum wage-fixing machinery and to carry out an annual examination of minimum wage rates. The members were last appointed under Ordinance No. 110/13 of 30 January 1968. The Council met several times during 1969 to consider a draft ministerial ordinance to establish minimum wage-fixing machinery and a general classification of occupations with a view to the fixing of the minimum wage. The Council will have this matter before it again in the near future.

Paragraph 2(3). The provisions of the Code in respect of minimum wages are mandatory. Moreover, there is no statutory provision or regulation whereby minimum rates of wages may be subject to abatement by collective agreement with the general or special authorisation of the competent authority.

Article 4, paragraph 1. Minimum wage rates are published in the Bulletin Officiel. The application of the minimum wage is guaranteed by means of a penal sanction laid down in section 315 of the Code. The Labour Inspectors are responsible for enforcing this application.

Paragraph 2. Sections 79 and following of the Code stipulate the conditions under which a worker may institute proceedings against his employer in the event of non-payment of the wage due.

Article 5. The minimum wage rates now in force were fixed in 1963. The country's financial and budgetary difficulties have prevented these rates from being readjusted since then. They apply to all sectors of activity.

Convention No. 29: Forced Labour, 1930

KUWAIT

Constitution of 11 November 1962.

Article 42 of the Constitution prohibits forced labour except in the case of a national emergency as provided for by law, and subject to fair compensation. Article 41 guarantees the right of every citizen to work and to choose the type of work he performs. No form of forced labour exists in the country. There is no compulsory military service.

Convention No. 32: Protection against Accidents
(Dockers) (Revised), 1932

HONDURAS

Constitution of the Republic, dated 1965.

Labour Code of 1959 (La Gaceta, 15-18 and 20-23 July 1959, Nos. 16827-16834) (LS 1959-Hon. 1).

National Port Authority Act (Legislative Decree No. 40 of 14 October 1965, G. No. 18730).

Regulations on the prevention of occupational accidents, No. 95 of 25 February 1960 (G. No. 17017, 10 March 1960).

Article 1 of the Convention. Section 8 of the National Port Authority Act defines the term "processes", enumerating a series of operations. The term "worker" is defined in section 4 of the Labour Code as referring to an individual who lends his services to other persons or legal entities. The National Port Authority is a recently created, independent institution, responsible for developing harbour operations in the country.

Article 9. The "competent persons" are the port superintendents. Their responsibilities are defined in sections 35 and 40 of the aforesaid Act.

Article 12. Section 395 of the Labour Code defines dangerous operations and installations, but there are no regulations applying specific precautions.

Article 13. Section 419 of the Labour Code makes employers responsible for the provision of treatment and assistance to workers in cases of occupational injury.

Articles 14 and 15. No use has been made of the exceptions referred to in Article 15, as the National Port Authority is a new institution and has not yet begun its operations.

Article 17. There are no general regulations applying specifically to dockworkers; the Ministry of Labour is responsible for applying the Convention, through the medium of the Labour Inspectorate.

Article 18. The Government of Honduras has not entered into any reciprocal agreements with any other member States.

Convention No. 37: Invalidity Insurance
(Industry, etc.), 1933

ECUADOR

Compulsory Social Insurance Act of 5 June 1959 (Registro Oficial, No. 881 of 30 July 1959).

Statutes of the Social Security Funds, as amended to 31 December 1967.

Article 1 of the Convention. Applied by the legislation.

Article 2, paragraph 1. Compulsory insurance applies to all persons who lend their services or perform work under a contract of employment or as a result of their appointment; these include apprentices.

Paragraph 2. There are no provisions of this nature.

Paragraph 3. The insurance scheme does not apply to persons who render occasional public services, even when they are appointed and remunerated.

Article 3. Section 76 of the Statutes provides for the continuation of active membership for one-tenth of the total period of contribution as from the date of cessation of employment. Section 78 of the Statutes provides that account shall be taken of the previous period of contribution, when the interruption of insurance coverage does not exceed three years. In other cases, the earlier period is taken into account, subject to the further payment of contributions for six months.

Article 4. Section 21 of the Social Insurance Act recognises the right to an invalidity pension of an insured person who is so incapacitated that he is unable to earn, through work in keeping with his ability and training, a remuneration equal to at least half of the usual remuneration of a worker in that occupation.

Article 5. Section 34 of the Statutes establishes a qualifying period of 60 contribution months.

Article 6. See under Article 3.

Article 7. Section 43 of the Statutes provides that the pension shall be determined by applying a coefficient to the average monthly remuneration earned in the five years of highest remuneration. The rates guaranteed to persons who have completed the qualifying period of 60 contribution months amount to 43.75 per cent of the average remuneration. This rate increases by 1.25 per cent of such remuneration for each contribution year in excess of the first five years.

Article 8. The medical examinations which the Fund may recommend and the treatment which may be prescribed pursuant to section 38 of the Statutes, and the orthopaedic appliances and surgical aids which are supplied in many cases, may be regarded as benefits of the kind referred to in this Article.

Article 9. Section 37 of the Statutes provides for the loss of the right to a pension if the invalidity is due to a serious fault or criminal offence committed by the insured person. Nevertheless, depending on the circumstances, the Fund may allocate all or part of any pension payable to the worker's family. Section 38 of the Statutes provides for the suspension of the pension, or of the application therefor, in respect of an insured person who refuses to undergo medical examinations or prescribed treatment.

Article 10. The insurance is financed principally by contributions from workers and employers, and by a contribution from the State equivalent to 40 per cent of the pensions payable.

Article 11. The National Social Insurance Fund is responsible for the administration of social insurance. It is an independent body with legal personality and its own funds, which are distinct from

those of the public Treasury. It is administered by a Managing Board comprising representatives of the insured persons, the employers and the State. The National Fund is supervised by the National Social Security Institute and the Ministry of Social Security and Labour.

Article 12. In conformity with sections 96 and following of the Act and sections 293 and following of the Statutes, all disputes are settled by the administrators, committees and councils of the Funds. These decisions may be appealed against to the National Social Security Institute, and, as a result of the constitutional reform, to the Administrative Tribunal.

Article 13. Section 4 of the Act provides that aliens who go to Ecuador with a contract of employment and can show proof of insurance protection guaranteeing benefits at least equal to those of the Insurance Act are not liable to insurance under the national scheme. Aliens who go to work in Ecuador under a contract of employment concluded for not more than one year are likewise not subject to compulsory insurance.

Article 14. There are no provisions conflicting with paragraph 1; the exception provided for in paragraph 2 is not applied.

Article 15. There are no special provisions for frontier workers.

Articles 16 to 23. Ecuador has enacted legislation on compulsory invalidity insurance.

Convention No. 39: Survivors' Insurance (Industry, etc.), 1933

ECUADOR

Compulsory Social Insurance Act of 5 June 1969 (Registro Oficial, No. 881 of 30 July 1959).

Statutes of the Social Security Funds, as amended to 31 December 1967.

Articles 1 to 3 of the Convention. See under Convention No. 37.

Article 4. The right is conditional on the payment of contributions for 60 months.

Article 5. See under Article 3.

Article 6. Widows, invalid widowers and the minor children of the insured person, and in the absence of any of these the parents, brothers and sisters of the deceased person, are entitled to pensions under the insurance scheme.

Article 7, paragraphs 1 and 2. There are no restrictions within the meaning of these paragraphs.

Paragraph 3. When the marriage took place after the insured person had reached the age of 60 years, or had become entitled to invalidity pension, it is required that the marriage must have lasted for at least a year, or that there be children thereof.

Paragraph 4. There is no right to a widow's or widower's pension if a legal separation has been decreed on the basis of the fault of the surviving spouse, or if the spouses had been separated de facto for over 10 years.

Article 8, paragraph 1. The following are entitled to a pension: children under 18 years of age, or of any age if they are incapacitated for work, unmarried daughters of any age, and widowed or divorced daughters who were maintained by the deceased. The Funds are empowered to grant an orphan's pension to children over 18 and less than 25 years of age who are studying.

Paragraph 2. The restriction provided for in this paragraph does not exist.

Paragraph 3. There are no differences between the rights of legitimate, illegitimate or adopted children.

Article 9, paragraph 1. The widow's pension amounts to 40 per cent, and that of each child to 20 per cent, of the invalidity or old-age pension received by the deceased person or to which he would have been entitled at the date of his death. In the case of full orphans, the pension is increased to 40 per cent. For the mother or invalid father of the insured person it is 20 per cent, and for each brother or sister it is 10 per cent of the pension to which the insured person was or would have been entitled.

Paragraph 2. There is a guaranteed minimum of 95 sucres for a widow, 80 sucres for each child or other beneficiary and 95 sucres for each full orphan.

Article 10. Benefits in kind are not authorised.

Article 11. A beneficiary who has been convicted of causing, being an accomplice to or concealing the death of the insured person, or of a relative of the latter having a preferential title to benefit, has no right to a pension. Entitlement to widow's pension ceases on remarriage.

Article 12. The insurance scheme is financed principally by contributions from workers and employers, and by a contribution by the State amounting to 40 per cent of the pensions payable (sections 40 and 41 of the Act).

Article 13. See under Convention No. 37, Article 11.

Article 14. See under Convention No. 37, Article 12.

Article 15. See under Convention No. 37, Article 13.

Article 16. There are no provisions contrary to paragraph 1; the exception in paragraph 2 is not applied.

Article 17. There are no special provisions for frontier workers.

Articles 18-25. Ecuador has enacted legislation for compulsory survivors' insurance.

Convention No. 42: Workmen's Compensation
(Occupational Diseases) (Revised), 1934

HONDURAS

Constitution of the Republic of 1965, Articles 123, 7(a), 12, 126, 127, 133, 139-141, 144, 145.

Decree No. 189 of 1 June 1959 to promulgate a Labour Code (LS 1959-Hon. 1; La Gaceta, 15-18 and 20-23 July 1959, Nos. 16827-16834), sections 401-431; 433-459; 610, 613, 614, 617(c).

Social Insurance Act 1959 (La Gaceta, No. 16.819 of 3 July 1959), sections 1-10, 34, 37, 38, 42-46, 96, 97, 108.

Compulsory Social Insurance Regulations 1962 (La Gaceta, No. 17.630 of 17 March 1962), sections 1-5, 8, 10-13, 17, 23, 43-67, 70(c), 72-93.

Administrative Regulations of the Honduran Social Security Institute of 10 November 1966 (Agreement 38-66 of the Board of Management), sections 47-58.

Article 1 of the Convention. National labour legislation provides for the payment to the victims of occupational diseases or their dependants of compensation based on the same general principles as those applicable to employment accidents. Thus, by virtue of section 413 of the Labour Code, the employer is liable for occupational diseases in the same way as for occupational accidents; these terms are defined in sections 403 and 404 of the Labour Code and sections 43 and 44 of the Compulsory Social Insurance Regulations. The provisions of the Labour Code relating to occupational risks are applicable to employers who are not affiliated to the social insurance scheme, those who are so affiliated being subject to the provisions of the Social Insurance Act and Regulations. The Government also refers to the various legislative provisions governing the benefits payable to the victims of occupational diseases. Furthermore, the social insurance scheme is being gradually and progressively implemented, both as regards the risks covered and as regards the geographical areas and categories of workers protected, and so far extends, in accordance with section 108 of the Social Insurance Act, only to workers employed in workplaces in the cities of Tegucigalpa and Comayagüela.

Article 2. The diseases and forms of poisoning which may be considered occupational in origin under national legislation are those set out in the table in section 455 of the Labour Code.

The application of the legislation and regulations is primarily the responsibility of the Honduran Social Security Institute, the Ministry of Labour and Social Welfare, the General Labour Inspection Service, the General Labour Directorate, the General Labour Procuracy and the Labour Courts.

Convention No. 55: Shipowners' Liability
(Sick and Injured Seamen), 1936

GREECE

Civil Code.

Code of Private Shipping Law.

Penal and Disciplinary Code for the Merchant Navy.

Act No. 551 of 31 December 1914 respecting liability for payment of compensation to wage-earning or salaried employees who are victims of industrial accidents, as amended (LS 1923-Gr. 1, Appendix).

Act No. 1752 of 12 April 1951, respecting employment at sea (LS 1951-Gr. 1) (Ephemeris tēs Kybernesseos (E.K.), 16 April 1951), as amended and supplemented by Legislative Decree No. 2652 of 17 October 1953 (LS 1953-Gr. 2) (E.K., 30 October 1953).

Act No. 366 of 27 April 1968 for the ratification of Convention No. 55 (E.K., No. 88, Vol. A).

Article 1 of the Convention. Use has been made of the option provided for in this Article of the Convention to make exceptions in respect of the categories of persons specified in paragraph 2(b) to (e).

Articles 2 to 5. A seaman who falls ill is entitled to his wages and the cost of hospital treatment, which must likewise be borne by his employer. If the seaman is put ashore and his contract terminated on account of his state of health, he continues to be entitled to payment of his wages and reimbursement of his medical expenses for a period not exceeding four months. In the event of incapacity or death as the result of an industrial accident, the employer is further required to pay a lump sum to the victim or his dependants under the legislation on industrial accidents.

By section 2 of Act No. 366 of 1968, the shipowner is not liable if the seaman refused to be medically examined at the time of engagement.

Article 6. In accordance with sections 78 to 83 of the Code of Private Shipping Law, in the event of the repudiation of a contract of employment the master of the vessel is required to provide the seaman with a ticket to enable him to travel to Greece and to reimburse to him his expenditure on food until his arrival. The seaman may request a ticket to a country other than Greece if no additional expenditure is involved.

A seaman who, after leaving his employment, enters into a new contract of employment ceases to be entitled to repatriation expenses.

Shipowners are liable for the repatriation of foreign seamen only where a reciprocal arrangement exists. Their obligation consists in the defraying of the travel expenses, at the master's choice, to the country where the seaman was engaged, his country of origin or the country where he usually resides.

Article 7. Under the legislation on industrial accidents, the person liable for payment of compensation in the event of death is also required to defray the burial expenses. In cases where this liability is not assumed by the shipping company, these expenses are paid by the Seamen's Institution.

Article 8. National laws and regulations provide for measures for safeguarding property left on board by sick, injured or deceased persons.

Article 9. With a view to securing the rapid settlement of disputes, the Ministry of Merchant Shipping intervenes free of charge in its capacity as the competent authority, at the request of the parties involved. If the solution proposed by the Ministry is not found acceptable by the parties, the matter is referred to the courts for a final settlement.

Article 12. Section 4 of Act No. 366 of 1968 provides that ratification of the Convention shall not affect any law, award, custom or agreement between shipowners and seamen which ensures more favourable conditions.

The Ministry of Merchant Shipping is responsible for the application of these provisions.

Convention No. 62: Safety Provisions (Building), 1937

HONDURAS

Constitution of 13 June 1965.

Labour Code, 1959 (see under Convention No. 32).

Regulations on the prevention of occupational accidents, No. 95 of 25 February 1960 (La Gaceta, No. 17017, 10 March 1960).

Article 1 of the Convention. The authority empowered to make regulations applicable to building and public works is the Ministry of Labour and Social Security.

Article 2. The provisions of the regulations on the prevention of occupational accidents apply to all work done on the site. The legislation does not prevent the competent authority from consulting the organisations of employers and workers concerning the exemption of certain kinds of work from the application of the Convention, but so far no such consultations have taken place.

Article 3. The State is responsible under the Constitution for ensuring the application of laws and regulations on occupational safety.

Article 4. The General Labour Inspectorate, which is attached to the Ministry of Labour, is the body competent to enforce the legislation on safety precautions in the building industry, and this task is assigned to a special department of the Inspectorate.

Article 5. The Convention applies throughout the territory. The Government does not provide for any exceptions relating to a particular area, locality or kind of building operation.

Article 6. Statistics relating to this work and covering the year 1968 are attached.

Article 7. The Regulations on prevention of occupational accidents give effect to this Article (Regulations 129, 518-522, 527, 528, 531 and 536).

Article 8. Regulations 122-127 and 291-295 of the aforesaid Regulations give effect to this provision of the Convention (two diagrams are attached).

Article 9. This Article is applied by Regulations 145, 495-498, 505-507, 529 and 530 of the Regulations.

Article 10. This Article is applied by Regulations 88, 130, 350-358, 372 and 135 of the Regulations.

Article 11. Regulations 299-313 of the Regulations deal with these subjects.

Article 12. This Article is applied by Regulations 148, 149, 158-160 and 187-196 of the Regulations.

Article 13. The provisions relevant to the application of this part of the Convention are those of Regulations 90, 128 and 514-517 of the Regulations, and section 92(14) and (15) of the Labour Code. Although the legislation does not lay down any minimum age, the Labour Inspectorate regards the age of 16 years as the minimum for admission to employment in the building industry.

Article 14. Although the national legislation does not contain any provisions relating to the rated load of hoisting machines and their accessories, the aforesaid Regulations do contain provisions concerning the supervision of work and inspection of equipment (Regulations 39-46).

Article 15. Regulations 91-93, 504, 508, 512 and 513 of the Regulations are of relevance to this provision of the Convention.

Articles 16, 17 and 18. These Articles are applied by the provisions of section 95 of the Labour Code and Regulations 52-70 of the aforesaid Regulations.

The Ministry of Labour, acting through the medium of the Labour Inspectorate, the Honduran Social Security Institute, and the labour courts, are responsible for applying the Convention.

Convention No. 74: Certification of Able Seamen, 1946

UNITED ARAB REPUBLIC

Order No. 71 of 1968, issued by the Ministry of Transport, Petroleum and Mining Resources, concerning the conditions governing the qualifying examinations for the able seaman's certificate.

Training centres have been set up by the Administration of Ports and Lighthouses, by the Maritime Navigation Company of the United Arab Republic, and by the General Egyptian Organisation for Maritime Transport, for the purpose of improving the level of qualification of seamen.

Convention No. 81: Labour Inspection, 1947

COLOMBIA

Labour Code: Decree No. 2663 (5 August 1950) and Decree No. 3743 (20 December 1950) (Diario Oficial, Nos. 27407 and 27504) (LS 1950-Col. 3A and 3B), amended up to 1965 (LS 1951-Col. 1; LS 1956-Col. 1; LS 1957-Col. 1; LS 1961-Col. 1; LS 1965-Col. 1).

Decree No. 3136 (26 December 1968) issued by the Ministry of Labour and Social Security.

Articles 1 and 2 of the Convention. The legislation in force makes no exception whatever as regards the supervision to be exercised over undertakings in any branch of activity.

Article 3. Under sections 28 and 29 of Decree No. 3136, the Labour Inspection Service is required to ensure compliance with the laws, rules, regulations and agreements concerning labour and social security; to provide technical information and advice to employers and workers in connection with the application of the relevant provisions; and to suggest amendments to the law designed to make good weaknesses in the Labour Code or to prevent abuses injurious to workers' rights. The labour inspectors also act as conciliators.

Article 4. The Labour Inspection Service of the Ministry of Labour and Social Security supervises compliance with the law.

Article 12. The report refers to the provisions of the 1965 Decree which empower inspectors to exercise the supervisory functions set out in this Article.

JORDAN

Act No. 21 of 14 June 1960 to promulgate the Labour Code (Al-Jarida al-Rasmiya, 21 May 1960) (LS 1960-Jor. 1), as amended by Act No. 2 of 2 January 1965 (Al-Jarida al-Rasmiya, 18 January 1965) (LS 1965-Jor. 1).

Article 12 of the Convention. Under section 10 of the Labour Code, labour inspectors have power, for the purposes of discharging their duties -

- (a) to enter, in the company of any competent government or municipal official, any public place which is used as a place of work;
- (b) to inspect such place and the machinery, to examine any registers and particulars required to be kept respecting the workers and to obtain either at the place of work or elsewhere such information as they may deem necessary to secure the application of the Code.

VENEZUELA

Labour Act, 1936 (Gaceta Oficial (G.O.), 16 July 1936, Special Issue) as amended in particular by Act of 4 May 1945 (G.O., 10 May 1945, Special Issue, p. 8) (see consolidated text in LS 1945-Ven. 1) and of 3 November 1947 (G.O., 3 November 1947, No. 200, Special Issue, p. 1) (LS 1947-Ven. 2).

Labour Act, 1947.

Regulations applying the Labour Act, dated 30 November 1938.

Decree No. 394 of 14 November 1960.

Decree No. 1290 of 14 November 1968 (G.O., 15 January 1969, special number) (regulating occupational health and safety).

Article 1 of the Convention. The Labour Code sets up a labour inspection system answerable to the Ministry of Labour. It operates in the capital of the Republic, in the state capitals and in the federal territories (sections 203/5). The Regulations applying the Labour Code also contain provisions concerning labour inspection.

Article 2. The labour inspection system applies to all existing establishments in the country, and to all establishments that may be set up in the future (Labour Code, section 8). No provision is made for exceptions.

Article 3. Under section 204(a) of the Labour Code, it is the labour inspectors' responsibility to ensure that the Code is complied with in the areas for which they are competent. Moreover, the Regulations applying the Labour Code (Regulation 315(c)) state that it is for the Labour Inspection, Settlement, Immigration and Industrial Relations Department to ensure compliance with the legal requirements concerning conditions of work and the protection of workers.

Article 4. Labour inspection is the responsibility of the Ministry of Labour. The National Labour Inspector supervises labour inspection activities throughout the Republic. There are, in Venezuela, 26 inspection offices and 69 commissioners' offices.

Article 5. It is normal administrative practice for the labour inspection authorities to work in close collaboration with other government departments, while the labour inspectors themselves co-operate with employers and workers.

Article 6. Once the Career Service Bill, now before Congress, has become law, security of tenure will be guaranteed for labour inspection personnel, although, under Decree No. 394 (14 November 1960), officials are already guaranteed some measure of stability.

Article 7. The Job Classification Manual of the Public Service Commission prescribes minimum standards of education and experience for all grades of labour inspector. The national legislation does not make provision for the training of inspectors when they begin their duties, but the Ministry of Labour runs an annual Labour Inspectors' Conference, the decisions of which acquire the force of rules. Furthermore, courses are organised every two years for special commissioners to give them some knowledge of labour legislation.

Article 8. A labour inspector may be either male or female; current legislation makes no distinction between the sexes. There are female commissioners. Special duties may be assigned to labour inspection personnel.

Article 9. The Labour Code (section 207) and Regulations (Regulation 321) provide for assistance from experts and technicians in the work of labour inspection.

Article 10. Sections 203 and 205 of the Labour Code establish the inspection districts throughout the country, and prescribe the personnel for each of them. There is an inspector for each district, an inspector and two assistant inspectors for the Federal District and Miranda State, one inspector in each of the other nineteen states, and one inspector in each of the federal territories of Amazonas and Delta Amacuro.

Article 11. The Ministry of Labour provides the inspectors with offices, premises, etc. in accordance with their needs and provides transport facilities to the interior.

Article 12. This Article is covered by Regulations 10, 11, 13, 14 and 71 of the Regulations to the Labour Code.

Article 13. The provisions of this Article are covered by Regulations 5, 6, 8 and 9 of the Occupational Health and Safety Regulations.

Article 14. The Labour Code (sections 138 and 139) governs the principle embodied in this Article.

Article 15. The prohibition in paragraph (a) does not appear in national legislation, but in practice there are no labour inspectors with an interest, direct or indirect, in the undertakings they are required to supervise. As regards (b) and (c), these are applied through Regulations 12 and 13 of the Regulations made under the Labour Code.

Article 16. Regulation 10 of the Regulations made under the Labour Code ensures that labour inspection is carried on strictly in accordance with the relevant legal provisions.

Articles 17 and 18. Sections 270 and 271 of the Labour Code lay down that breaches of the Code, and refusal to comply with the warnings given, are punishable by fine and detention. Regulations 404 to 415 of the Regulations made under the Code lay down an administrative procedure for the imposition of penalties in the event of breaches observed by labour inspection officials.

Article 19. The whole of this Article is applied through the Labour Code (section 206) and the Regulations made thereunder (Regulations 318 and 319).

Article 20. The Regulations made under the Labour Code (Regulation 318) specify the contents of the annual reports to be submitted by inspectors. On the basis of these reports, an annual report is drawn up and submitted to Congress by the Ministry of Labour; a copy is sent to the ILO as well.

Article 21. The Department of Labour does everything called for in this Article.

Articles 22 and 23. The Labour Code applies to commercial and industrial concerns, so that the labour inspection system holds good for both kinds of undertaking.

Article 24. National legislation gives effect to this requirement.

Article 25. There are no exceptions.

Convention No. 87: Freedom of Association and
Protection of the Right to Organise, 1948

ECUADOR

Political Constitution of the State, dated 25 May 1967.

The Labour Code, as amended by Act No. 70-05 (Registro Oficial, No. 420, dated 28 April 1970).

Article 1 of the Convention. Section 407 of the Labour Code, as amended by Act No. 70-05, lays down that employers and workers, without distinction, and without any need for prior authorisation, are entitled to set up occupational associations or trade unions, as they may see fit, and to join or withdraw from such bodies, provided they respect the law and the statutes of the organisations concerned. Public servants can set up the associations provided for in the Public Service and Administrative Careers Act, for the defence of their interests.

Article 3. The Department of Labour merely certifies that an association exists, by entering it in the appropriate register.

Article 4. Section 407 of the Labour Code lays down that workers' organisations cannot be suspended or wound up without legal proceedings conducted before a labour judge.

Article 5. Federations and confederations exist freely, and have freely joined international organisations. Section 407 confirms the principle embodied in the Convention.

Article 6. There are no special provisions.

Article 7. Section 410, as amended by Act No. 70-05, states that occupational associations have legal personality if set up in accordance with the law and duly registered. It should be added that the acquisition of legal personality is compulsory.

Article 8. Only such associations as have been set up in accordance with the law have legal personality. In order to retain this personality, occupational associations must comply with the law. Section 28 of the Constitution guarantees freedom of assembly and unarmed association for any purposes not prohibited by law.

Article 9. These guarantees do not apply to the police or armed forces.

Convention No. 88: Employment Service, 1948

TUNISIA

Act No. 60-32 of 14 December 1960 relating to the declaration of establishments (Journal Officiel de la République Tunisienne (J.O.R.T.), No. 57, 16 December 1960).

Act No. 64-51 of 28 December 1964 establishing an Advisory Committee on Vocational Training and Employment (J.O.R.T., No. 65, 29 December 1964).

Decree No. 65-140 of 17 March 1965 relating to the composition and operation of the Advisory Committee on Vocational Training and Employment (J.O.R.T., No. 15, 19-23 March 1965).

Act No. 67-11 of 8 March 1967 establishing the Vocational Training and Employment Agency (J.O.R.T., No. 12, 10 March 1967).

The employment service forms part of the Vocational Training and Employment Agency, which comes under the Secretariat of State for Youth, Sport and Social Affairs. It consists of a network of 120 regional and local offices and a central service which is divided into three sections. The placement section co-ordinates the work of the regional offices and collects and analyses information on the employment market with a view to the formulation of employment and vocational training policy. It also deals with special problems that arise for particular categories of applicants for employment such as young persons. The statistics and compensation section prepares monthly, quarterly and annual statistics, which are made available to all interested parties, and analyses and makes forecasts relating to the employment market. It also deals with the referring of applicants and vacancies from one office to another with a view to promoting geographical mobility and is responsible for the placing of foreigners coming to work in Tunisia under bilateral agreements. The organisation and methods section lays down guidelines for placement work, supervises the work of the regional offices and recruits and trains the staff.

The regional and local offices come under the authority of the head of the regional employment office, who co-ordinates and supervises placement work in his region. He makes a monthly report on the employment situation and any outstanding problems to the central service. Within the regional offices, there is specialisation by branch of activity, and there are normally separate sections for men and women workers, together with a section which supervises the local offices. The staff of the employment service are all public agents enjoying a special status. They are recruited according to their qualifications and their performance in an examination taken after a period of training.

The essential task of the employment service is to ensure the best possible organisation of the employment market with a view to

achieving and maintaining full employment and using and developing the country's productive resources. It registers applicants for employment and vacancies, with all relevant details, and seeks to propose the most suitable candidates for vacancies. The employment service encourages geographical mobility and stimulates occupational mobility; in the latter it is helped by its close association with the vocational training system. Special measures are taken for the placement of young workers and of unqualified manpower which constitutes an important percentage of the labour force.

A National Vocational Training and Employment Council and regional vocational training and employment councils were created by an Act of 28 December 1964. Their membership includes equal numbers of employers' and workers' representatives. Local employment committees have also been established to assist the local employment offices in their work. Through these bodies, representatives of employers and workers co-operate in the organisation and operation of the employment service and in the development of its policy in regard to referral of workers to available employment.

Convention No. 90: Night Work of Young Persons
(Industry) (Revised), 1948

POLAND

Act dated 2 July 1958 respecting vocational training, instruction in a specific job, the conditions of employment of young persons in establishments, and the preliminary period of employment (Dziennik Ustaw (D.U.), Polskiej Rzeczypospolitej Luowej, 21 July 1958, No. 45, Text 226) (LS 1958-Pol. 2).

Order dated 26 September 1958 of the Council of Ministers: publication of a list of occupations in which the employment of adolescents is forbidden (D.U., 25 October 1958).

Under the Act dated 2 July 1958, and in accordance with section 45 of the Act dated 15 July 1961, the prohibition on employment applies to everybody under the age of 15. Young people between 15 and 18 years of age can be employed for the purposes of vocational training, apprenticeship, or preliminary training.

Section 16 of the Act dated 2 July 1958 forbids night work by young people between 10 p.m. and 6 a.m., and lays down that they shall enjoy a night's rest of at least twelve consecutive hours.

In accordance with section 15(1) of the Act dated 2 July 1958, the Council of Ministers, in agreement with the Central Trade Union Council, issued an Order on 26 September 1958, setting forth the occupations in which young people between 15 and 18 must not be employed.

The requirements of the law go further than the Convention, since not only do they forbid night work by young people, but even the latter's employment in certain occupations, including work in bakeries.

Convention No. 91: Paid Vacations (Seafarers)
(Revised), 1949

ALGERIA

Act dated 13 December 1926, constituting a Labour Code for Seamen (Official Gazette of the French Republic (J.O.R.F.), No. 29, 1926) (LS 1926-Fr. 13).

Decree No. 54-1037 dated 22 October 1954, to amend and supplement the Act of 13 December 1926, constituting the Seamen's Code, with respect to hours of work and leave with pay in the mercantile marine (R.F., No. 248, 23 October 1954) (LS 1954-Fr. 1).

Act No. 62-157 dated 31 December 1962, for the prolongation until further notice of the legislation in force on 31 December 1962 (Official Gazette of the Algerian Republic, No. 2, 11 January 1963).

Collective Agreements.

Article 1 of the Convention. The Convention applies to all sea-going vessels the crew of which is made up of registered wage-earning seamen.

Article 2. The legislation in question applies to all registered wage-earning seamen or seafarers employed in any capacity afloat, except for pilots not members of a crew, registered seamen working independently, registered seamen engaged in fishing aboard fishing vessels and paid exclusively by a share in the profits, and persons who, although employed afloat, are not considered as registered seamen (dockers, repair workers, workshop mechanics and the like).

Article 3. The paid holiday to which a seaman is entitled is calculated at the rate of two-and-a-half days for every month afloat, when he is employed aboard a merchant vessel engaged in distant or off-shore coastal trade, and at the rate of two days per month when he is employed aboard a merchant vessel engaged in inshore coastal trade or on board a fishing vessel.

Annual paid leave aboard merchant and fishing vessels is seven-and-a-half days per month afloat for officers who do not effectively enjoy a weekly rest, and two-and-a-half days per month afloat for officers who do in fact enjoy such a rest.

Article 4. Leave is taken once or twice a year.

Article 5. Wages while on leave are equal to the wages earned afloat, plus a daily food allowance.

Article 7. Dismissal does not extinguish the right to a holiday.

Article 9. The laws, regulations and collective agreements dealing with paid holidays are such as to provide seafarers with conditions actually more favourable than those set forth in the Convention.

The Ministry of Transport (Merchant Marine, Fisheries and Ports Department) is responsible for seeing that laws, regulations and collective agreements are duly complied with.

A check is carried out by the directors of "maritime zones", assisted by Inspectors of Shipping and Maritime Employment.

ICELAND

Paid Vacations Act, No. 16 of 26 February 1943 (Stjórnartíðindi, 1943, A. 3) (LS 1943-Ice. 1) and its subsequent amendments.

Articles 1 and 2 of the Convention. The Act applies to all persons covered by the Convention and to all Icelandic ships irrespective of size.

Article 3. Every person covered by the Act is entitled to an annual vacation holiday of one-and-three-quarters weekdays for every calendar month of service. Periods during which the person concerned is absent from work due to sickness or accident but continues to receive his remuneration, and periods during which he is on leave of absence, must be included in his period of service.

By virtue of collective agreements, masters, navigating officers and engineers enjoy more favourable conditions than those provided for by the Act, namely a vacation holiday amounting to twenty-four weekdays after one year of service. The Act does not provide for the substitution of a cash payment for an annual vacation holiday.

Article 4. In principle, a paid vacation must be granted during the period between 1 June and 15 September. However, the parties concerned may agree to stagger vacation holidays and grant them at other periods of the year. Paid vacation must be granted to Icelandic seafarers in Icelandic ports only.

Article 5. Persons taking a vacation holiday are entitled to a payment of 7 per cent of the wages earned by them during the previous year. Permanently employed people receive their usual remuneration while on vacation.

Article 6. Any agreement to restrict the right to a paid vacation holiday under the Act is void and the employer who has made such an agreement with his employees is liable to a fine.

Article 7. If a person leaves his permanent job, he must receive from his employer the remuneration due to him in respect of his vacation holiday.

Article 8. The Act prescribes penal sanctions for failure by an employer to grant paid vacations. Trade unions and their representatives seek to ensure that employees do not suffer injustice in this respect.

MAURITANIA

By virtue of section 46 of the Constitution, ratification of an international Convention gives it the force of law. Every sailor, no matter what may be the kind of ship on which he sails, is entitled to paid holidays. The Maritime Inspection Department is responsible for ensuring that the Convention is complied with.

YUGOSLAVIA

Basic Act of 24 October 1966 respecting employment relationships (Službeni List, No. 43, 9 November 1966) (LS 1966-Yug. 1).

Act of 26 April 1969 to amend and supplement the Basic Act respecting employment relationships (Službeni List, No. 20, 1 May 1969) (LS 1969-Yug. 3).

Article 2 of the Convention. All persons working in organisations where workers are employed or in any other organisations, government agencies or associations have the right to an annual vacation holiday with pay.

Article 3. The duration of the annual holiday is not less than 14 and not more than 30 working days. However, by way of exception, workers who are employed in special conditions may be entitled to more than 30 but not more than 60 working days' leave a year. A worker is deemed to be employed in special conditions if he works, inter alia, as a member of the crew of a merchant vessel.

The length of a worker's annual vacation holiday is fixed by the community of workers primarily on the basis of his working conditions, his working ability and the length of his qualifying period of employment and any other periods recognised as equivalent by law.

Where a person ceases working in an organisation, he is entitled to his annual leave with pay.

A worker is entitled to an uninterrupted annual vacation holiday, but the law provides that the organisation may allow a worker - at his own request or with his consent - to take his annual holiday in two parts. Exceptionally, the annual holiday may be taken in the next calendar year, instead of in the current year, by members of the crew of merchant vessels engaged in maritime and river transport.

Periods for which a worker is absent from his work for any reason and which are reckoned towards his qualifying period of employment may not be deducted by the community of workers from his annual holiday entitlement. A period of certified illness may not be deducted from the annual holiday entitlement.

Article 4. The time at which a worker is to take his annual vacation holiday is fixed by the community of workers in accordance with the nature and organisation of the work.

Article 6. A worker may not relinquish his right to an annual vacation holiday nor may the community of workers refuse to allow him to take his holiday entitlement.

The application of Article 3, paragraphs 2, 3 and 4(b), and Article 4, paragraph 2 of the Convention is ensured directly by virtue of Article 153 of the Constitution, which provides that a ratified Convention has the force of national law and is thus directly applicable.

Convention No. 98: Right to Organise and
Collective Bargaining, 1949

DAHOMY

Ordinance No. 70-34/CP (7 May 1970).

Ordinance No. 33 PR/MFPTT, constituting a Labour Code (Official Gazette, No. 27, 15 December 1967) (LS 1967-Dah. 1).

Order No. 70-34/CP (7 May 1970) lays down, in section 52, that: "Workers shall be entitled to exercise trade union rights and to go on strike. This right shall be exercised in conditions to be determined by ordinance." Section 22 goes on to say that: "Treaties or agreements duly ratified shall on publication enjoy an authority superior to that of the law, provided that the treaty or agreement is applied by the other party thereto."

Article 1 of the Convention. Section 7 of the Labour Code specifies: "In taking his decisions, notably with regard to recruitment, no employer shall be influenced by whether or not a worker

belongs to a union or is active in any trade union capacity, and this shall apply in the apportionment of work, vocational training, promotion, remuneration, the grant of social benefits, discipline and dismissal. No employer shall exert pressure of any kind in favour of or against any trade union organisation. Any breach of the above provision may lead to the employer's being sued for damages."

Article 2. Legislation and regulations are not at present such that this Article can be fully applied but the activities carried on by the Labour Inspection Department make good certain shortcomings in this respect.

Articles 3 and 4. There are advisory bodies within which employers' and workers' organisations are represented, with the result that effect can be given to the terms of the Convention.

Article 5. No restriction has been imposed on the habits acquired by the police and armed forces as regards participation in negotiations.

VENEZUELA

Labour Act, 1936 (Gaceta Oficial (G.O.), 16 July 1936, Special Issue) as amended in particular by Act of 4 May 1945 (G.O., 10 May 1945, special issue, p. 8) (see consolidated text in LS 1945-Ven. 1) and of 3 November 1947 (G.O., 3 November 1947, Nº. 200, special issue, p. 1) (LS 1947-Ven. 2).

Decree No. 119 issuing Regulations concerning employment in agriculture and stock-breeding, dated 4 May 1945.

Articles 1 and 2 of the Convention. It is provided that workers shall be free from interference, prohibition, coercion or compulsion on the part of the employer in the exercise of their right of association and in the election of the executives of their unions. No worker seeking employment may be required to abstain from membership of the union of his choice (section 168 of the Labour Act). No person may be obliged or constrained either directly or indirectly to join or not to join a union (section 169). Similar provisions are contained in the Regulations concerning employment in agriculture and stock-breeding (Regulations 95 and 96). There are special provisions granting protection against dismissal to workers organising a trade union, to members of the union executive committee and to workers involved in a collective dispute (sections 198 and 233 of the Act and Regulations 125 and 152 of the Regulations).

Article 3. The Ministry of Labour guarantees observance of the right of association, together with the three confederations of unions.

Article 4. Various passages in the Labour Act and in the Regulations concerning employment in agriculture and stockbreeding govern the settlement of collective disputes and contain provisions regarding conciliation, arbitration and strikes.

Article 5. The members of the armed forces are not covered by the Labour Act (section 6 of the Act).

Article 6. Civil servants and public employees are not covered by the Labour Act but workers in the service of the nation, the states and the municipal authorities are protected by its provisions if they are not subject to special legislation (section 6 of the Act as already quoted).

Convention No. 100: Equal Remuneration, 1951

DAHOMÉY

Labour Code of 28 September 1967 (Journal Officiel, 15 December 1967, No. 27) (LS 1967-Dah. 1).

Article 2 of the Convention. The provisions of section 79 of the Labour Code have always been correctly applied by employers. Consequently, the supervisory authorities have, in general, restricted themselves to advice for those insufficiently aware of the spirit underlying these texts.

The labour inspectorate is responsible for ensuring that the legal provisions in this field are applied. Systematic inspection of undertakings and services would expose any anomalies.

An appropriate framework for the application of the Convention is provided by the laws in force. So far the supervisory procedures have revealed no infringements in the implementation of the Convention. No observations have been made by employer or worker organisations.

GUINEA

Constitution, article 33.

Labour Code, section 123 (LS 1960-Gui. 1).

Article 2 of the Convention. Section 123 of Part IV of the Labour Code provides that "in equal conditions as regards work, skill and output", all workers of either sex shall receive equal remuneration (also see Decree No. 299 of October 1965 concerning auxiliary administrative personnel, and Decree No. 300 of October 1965 concerning personnel in the private sector).

Article 3. There is no difference between the wage rates for men and women workers.

Article 4. Section 127 of the Labour Code provides that wage rates are prescribed after receiving the recommendations of the labour advisory board.

The labour inspectors and supervisors are responsible for supervising the application of the legislation.

LUXEMBOURG

Act of 17 May 1967 to approve Convention No. 100 concerning equal remuneration for men and women workers for work of equal value, adopted by the International Labour Conference at its 34th Session on 29 June 1951.

Grand-Ducal Order of 22 April 1963 readjusting the minimum wage and introducing new regulations.

Grand-Ducal Order of 25 June 1965 introducing a minimum wage for qualified workers.

Act of 22 June 1963 fixing rates of remuneration of government officials.

Act of 12 June 1965 concerning collective labour agreements (LS 1965-Lux. 1).

Article 1 of the Convention. Sections 2 and 3 of the Grand-Ducal Order of 22 April 1963 provide as a general principle that the minimum social wage applies to the remuneration of both men and women workers; excluded are domestic servants and workers employed in agriculture, vine-growing and horticulture.

Article 2. Section 4, subsection 2 of the Act of 12 June 1965 provides that every collective labour agreement shall contain provisions respecting the method of applying the principle of equal remuneration without discrimination on the grounds of sex. Similar provisions apply to government officials under the Act of 22 June 1963.

PORTUGAL

Political Constitution of the Republic of Portugal, dated 11 April 1933 (sections 3-4-81(7)-91(7)-109-151, para. 1) (Diario do Governo, No. 185, first series, 11 August 1938).

Legislative Decree No. 47032 (ibid., No. 125, first series, 27 May 1966).

Legislative Decree No. 47302 (ibid., No. 256, first series, 4 November 1966).

Legislative Decree No. 49212 (ibid., No. 201, 28 August 1969) (LS 1969-Por. 2).

Legislative Decree No. 44309 (ibid., No. 95, p. 579, 27 April 1962: corrigendum in ibid., 7 and 25 June 1962, Nos. 130 and 143, pp. 793 and 869) (LS 1962-Por. 1).

Legislative Act No. 751 (Boletim Oficial de S. Tomé e Príncipe, 16 March 1967).

Article 1 of the Convention. Under the Constitution, the act of ratification imparts the force of national law to the obligations laid down in the Convention, which applies to metropolitan Portugal and to the overseas provinces. The concepts of remuneration and of equal remuneration are the same in the Convention and in Portuguese legislation.

Article 2. Collective agreements represent the most important and most usual method of fixing minimum remuneration. "Specific" and "implicit" wage differentials as between men and women workers are encountered in certain collective agreements.

Article 3. Section 4 of Legislative Decree No. 49212 calls for the objective appraisal of jobs regardless of the sex of the worker, with particular reference to the occupational categories of the workers and the nature of the work.

Article 4. The Ministry of Corporations and Social Security is responsible for the verification and registration of collective agreements, applications to become parties to collective agreements, and arbitration awards (Legislative Decree No. 49212, section 23(2)).

SIERRA LEONE

The Wages Boards Act (Cap. 220 of the Laws of Sierra Leone, 1960 edition).

Articles 1 and 2 of the Convention. The Wages Boards Act does not make any discrimination based on sex. The minimum wage-fixing machinery established under this Act comprises five Wages Boards and four Joint Industrial Councils. The agreements reached by them are given statutory force.

Articles 3 and 4. The differentials in the rate between workers correspond to the area in which they are employed, and are based on the levels of living cost, the type of job and, in the case of artisans, the grade of certificate held.

The Labour Division of the Ministry of Lands, Mines and Labour is responsible for the application of the Wages Boards Act. This division maintains a wages inspectorate and inspections are carried out throughout the country.

TUNISIA

Labour Code, Act No. 66-27 of 30 April 1966 (Journal Officiel (J.O.)), 3-6 May 1966, No. 20, 10-13 May 1966, No. 21 and 17-24 May 1966, No. 22) (LS 1966-Tun. 1).

Act No. 58-60 of 29 May 1958 as amended by Act No. 58-101 of 7 October 1958 (J.O., 27-30 May 1958, No. 42/43).

Decree No. 69-344 of 27 September 1969 (J.O., 26-30 September/3 October 1969, No. 38).

Equality of remuneration between men and women in the civil service, public establishments and communes has been fully ensured by legislation (Act No. 58-60 and Act No. 58-101 cited above). In the agricultural sector, equal remuneration has been ensured by section 3 of Decree No. 69-344. As regards industry, commerce and the liberal professions, the Government strives to ensure the application of the principle of equal remuneration for work of equal value under the provisions of section 136 of the Labour Code.

For the wage-fixing methods in force, see reports on Conventions Nos. 26 and 99. So far, 117 wage agreements have been concluded without discrimination based on sex.

The principle of equal remuneration is accepted in all sectors of economic activity in Tunisia.

The labour inspectorate is responsible for ensuring that the laws and regulations cited above are applied in all the fields of economic activity.

TURKEY

Constitution of 9 July 1961.

Labour Act, No. 931 of 28 July 1967 (LS 1967-Tur. 1).

Article 1 of the Convention. The definition of "wages" in section 26 of the Labour Act is fairly close to the definition of "remuneration" in the Convention.

Article 2. Rates of remuneration are determined by (a) minimum wages, (b) collective agreements, (c) individual contracts of employment.

Article 3. Action is being taken to promote objective appraisal of jobs (through the medium of seminars, the work of various institutions in the public sector, and the five-year plan).

Article 4. Contact is maintained between the government authorities and representatives of employers' and workers' organisations, as well as between government delegates for management and manpower on the managing boards of state undertakings of an economic nature (Act No. 440 of 12 March 1964).

Convention No. 102: Social Security
(Minimum Standards), 1952

NIGER

Act No. 62-12 of 13 July 1962, to institute a Labour Code in the Republic of Niger (Journal Officiel de la République du Niger, 25 August 1962, Extraordinary).

Decree No. 65-116 of 18 August 1965 to lay down rules for the management of the family benefit scheme by the National Social Security Fund (ibid., 1 September 1965).

Decree No. 65-117 of 18 August 1965 to lay down rules for the management of the employment injury compensation and prevention scheme by the National Social Security Fund (ibid.).

Order No. 447 of 2 March 1968 made under Decree No. 67-025 of 2 February 1967 to make rules for the management of the retirement scheme by the National Social Security Fund (ibid., 15 March 1968).

Part I. General Provisions

No members have yet joined the voluntary insurance scheme for which provision has been made.

Part V. Old-Age Benefit

Article 26 of the Convention. The qualifying age for old-age benefit is 60 years. The award of an old-age pension is subject to

the cessation of any form of gainful employment, and a pension is suspended if the beneficiary goes back to work.

Article 27. The retirement scheme applies to all employees covered by section 1 of the Labour Code. Government servants are subject to a special scheme. The number of employees covered on 31 December 1969 was 23,647.

Article 28. Periodical payments are calculated on the basis of the number of years of insurance coverage and the average monthly wage for the beneficiary's last sixty or thirty-six months of employment. Benefit may not in any circumstances be less than 60 per cent of the guaranteed minimum interoccupational wage. It is payable simultaneously with family allowances, the monthly rate of which amounts to 700 francs (CFA) per child.

Article 29. Entitlement to a pension is subject to the protected person's having been registered as a member of the scheme for at least twenty years and having been insured for at least sixty months in the last ten years. Any protected person who has completed 180 months' insurance coverage is entitled to a minimum pension calculated at the rate of 20 per cent of his monthly wage, plus 1.33 per cent for every twelve months' insurance coverage in excess of 180 months. No provision is made for a proportional reduction of the percentage benefit. In cases where the qualifying conditions are not fulfilled, the protected person receives an allowance equal to as many times his average monthly remuneration as he has completed twelve full months of insurance coverage..

Article 30. The benefits provided for are granted throughout the contingency.

Part VI. Employment Injury Benefit

Article 32. The contingencies covered by subparagraphs (a), (b), (c) and (d) of this Article (morbid condition, incapacity for work, total or partial loss of earning capacity and death of breadwinner) are covered by national legislation. A widow's right to benefit is not made conditional on her being presumed to be incapable of self-support.

Article 33. The legislation applies without exception to all employees, irrespective of their nationality, sex or religion. The number of employees covered on 31 December 1969 was 23,647.

Article 34. The benefits provided for are those mentioned in subparagraphs (a), (b), (c), (d) and (e). The cost of all prescribed pharmaceutical supplies is covered by the Fund in full. Daily benefit for the first twenty-eight days of absence from work is equal to half the worker's daily wage, but is increased to two-thirds from the twenty-ninth day. Beneficiaries do not directly share in covering the cost of the various forms of benefit, if it does not exceed the lowest rate applied to fee-paying patients by the public

health centres. In addition to care, an injured person is entitled to functional rehabilitation, retraining and resettlement.

Article 35. With a view to the re-establishment of handicapped persons in suitable work, sections 42 ff. of the Decree of 18 August 1965 provide for such persons to be admitted free of charge to an appropriate establishment, or for them to be placed with an employer or to be assigned by their employer to a job likely to correspond to their skills and residual capacities.

Article 36. A pension is payable to a worker or his survivors in the event of permanent partial or total incapacity, loss of faculty or the bread-winner's death.

An annual incapacity pension is equal to the injured person's annual wage, multiplied by his degree of incapacity. The wage taken for this purpose must not in any circumstances be less than 1.4 times the guaranteed minimum interoccupational wage. A pension is awarded to any worker suffering from permanent partial or total incapacity. On the beneficiary's death, the survivors draw a pension fixed as a percentage of the injured person's wage, the rates being 30 per cent for the widow, 15 per cent for the first child, 15 per cent for the second child, 10 per cent for each additional child and 10 per cent for his ascendants, but the total sum payable as survivors' pensions must not exceed 85 per cent of the injured person's wage.

Where an injured person suffering from total incapacity requires the assistance of another person to perform the ordinary acts of life, his pension, which is payable at the rate of 100 per cent of wages, is increased by 40 per cent.

If an injured person so requests, a lump sum may be granted in substitution for the periodical payments if his degree of incapacity does not exceed 10 per cent. In other cases, the pension may be converted into an appropriately assessed capital sum if he so requests after five years from the date on which the pension becomes payable. Whether or not a lump sum will be paid is left to the discretion of the Fund, whose decision is not specifically subject to any assurance given to the competent authorities that the injured person will make proper use of the sum he has received.

Article 37. All protected persons who are employed in the territory of the Republic when a contingency occurs are entitled to benefit (as are their widows and children, where appropriate).

Article 38. Benefit is granted throughout the contingency, and no waiting period has been laid down. Benefit may be suspended if the recipient fails to comply with the medical practitioner's instructions.

Part VII. Family Benefit

Article 40. Entitlement to benefit is subject to the protected person's having completed six consecutive months' employment, having

worked for eighteen days or 120 hours per month, having earned a wage at least equal to the guaranteed minimum interoccupational wage and having one or more dependent children.

Article 41. All employees having dependent children resident in Niger are entitled to benefit. The number of employees drawing family benefit on 31 December 1969 was 13,683.

Article 42. Benefit is payable to a protected person who has completed the qualifying period at a rate of 2,100 francs (CFA) a quarter. In addition, as part of the health and welfare programme undertaken by the Fund, benefits in kind are granted to beneficiaries' children, subject to certain specified conditions.

Article 43. The qualifying period is calculated on the basis of attendance registers supplied by the employer, indicating the dates on which the person concerned was engaged or dismissed.

Article 44. An ordinary labourer earns 5,200 francs (CFA) a month. Allowances are payable at a standard rate throughout the country.

The total amount paid out in the form of cash benefits to the children of protected persons over the year 1967-68 was 242,680,000 francs (CFA). The total amount paid out in the form of benefits in kind was 6,290,000 francs (CFA). The total value of benefits in both cash and kind was consequently 248,970,000 francs (CFA).

The value of benefits in cash and kind, when compared with the wages earned by an ordinary labourer, multiplied by the total number of children and protected persons (42,000), represents a proportion of 9.49 per cent.

Article 45. Benefit may be suspended if a child is not taken to visit a medical practitioner as prescribed.

Part VIffl. Maternity Benefit

Article 47. Under Decree No. 65-116 of 18 August 1965, the contingencies covered include pregnancy and confinement and their consequences, and also the resulting loss of earnings.

Article 48. Maternity allowances are granted to all employed women and wives of employed men, if they give birth under medical supervision to a viable child who is duly recorded in the person's family allowance booklet. Over the period covered by the report, the number of beneficiaries was 15,417, corresponding to 20,048 wives.

Article 49. An employed woman or the wife of an employed man is entitled, on production of proof and subject to the prescribed conditions, to the reimbursement in full of her confinement expenses or any expenses incurred through illness resulting from her confinement or its consequences. She is required to undergo the various pre-natal and post-natal examinations specified by law.

Article 50. Maternity allowances are paid in three instalments over a period of one year.

Article 51. The length of the qualifying period is six months.

Article 52. Medical benefit is granted to an employed woman or the wife of an employed man for a period of fourteen weeks, which may, where appropriate, be extended by three weeks in the event of illness resulting from her pregnancy or confinement or its consequences. The law provides for an equal period of absence from work.

Maternity benefit may be suspended if a woman fails to comply with the instructions of her medical practitioner.

Part XII. Equality of Treatment
of Non-National Residents

Article 68. Non-national residents have the same rights as national residents.

The special rules applicable to non-nationals are based on the principle of reciprocity, but Niger has not yet concluded any social security conventions with other States.

Part XIII. Common Provisions

Article 69. The various cases in which benefit may be suspended are indicated under the corresponding Articles.

Article 70. Protected persons have a right of appeal. Act No. 65-023 of 15 May 1965 respecting social security disputes provides for such disputes to be submitted in the first instance to a labour court and, on appeal, to a court of appeal, whose decisions may be referred to the Supreme Court.

Article 71. The funds of the scheme are derived exclusively from contributions, which, in the case of employment injury and family benefit insurance, are paid by the employer alone and, in the case of pension insurance, are shared between the employer and the worker (in the latter's case, at the rate of 1.6 per cent of his wages, subject to a maximum of 60,000 francs a month).

Workers' contributions represent 11.72 per cent of total income.

Responsibility for supervising the application of social security legislation lies with the Government.

The figures quoted relate to the year 1968-69. The contribution rate for the family benefit scheme was raised during this period from 6 to 8 per cent.

Article 72. Protected persons participate in the management of the scheme through their representatives, who are designated by the most representative trade union organisations.

Convention No. 105: Abolition of Forced Labour, 1957

NEW ZEALAND

Police Offences Act, 1927.

Public Safety Conservation Act, 1932 (LS 1932-N.Z. 4).

Penal Institutions Act, 1954.

Industrial Conciliation and Arbitration Act, 1954.

Crimes Act, 1961.

Article 1. clause (a), of the Convention. Section 20 of the Penal Institutions Act provides that every inmate not awaiting trial or on remand shall be employed in such work as is directed by the superintendent of the institution. Such work is regarded as contributing to the social re-education of the inmates. There is nothing in either legislation or practice making anyone liable to imprisonment (with the consequent obligation to perform labour) as a punishment merely for the purposes mentioned in this clause of the Convention.

Clause (b). The use of forced or compulsory labour by the State as a method of mobilising labour for purposes of economic development is not practised. Any attempt to do this would infringe the basic rights of the individual under the common law, which provides him with means of redress. The worker has an inherent right to accept or reject any offer of employment, and to terminate employment at will, subject to such notice as is recognised as usual and reasonable in the particular circumstances. The power to declare a state of emergency under the Public Safety Conservation Act is strictly limited to threats to life, public safety and public order, and cannot be used for purposes of economic development.

Clause (c). No forced or compulsory labour may be imposed as a means of labour discipline. The most serious disciplinary action that may be taken by the State or any other employer against a worker is dismissal. In such event the worker has the unimpeded right to seek other employment.

Clause (d). Under section 192(1) of the Industrial Conciliation and Arbitration Act a person who is bound by any award or industrial

agreement, and who takes part in a strike in the industry covered by that award or agreement, is liable only to monetary penalties not involving forced labour. Labour unions are not obliged to register under this Act, and a registered union may cancel its registration. The Police Offences Act, 1927, provides that persons may not combine to leave their employment in the gas, electric light, and water supply industries, which are regarded as essential in the national interest, without due notice (a minimum of fourteen days), subject to a penalty of fine or imprisonment. These provisions comply with the Committee of Experts' stipulation that "essential services", if not defined in too extensive terms, constitute one of the circumstances in which it was agreed that the Convention does not prohibit the imposition of penalties involving prison labour for having taken part in an illegal strike.

Clause (e). There is no possibility of forced labour as defined in this provision.

Niue

Prohibition of Forced or Compulsory Labour Ordinance, 1960
(enacted in respect of the Cook Islands, including Niue).

Forced labour as contemplated in the Convention is non-existent in Niue. Such labour would contravene the above Ordinance.

Tokelau Island

The people, in the past, provided free labour as their contribution to work projects. This type of labour lacks the necessary skills to carry out the planned works programme efficiently and wages are now paid to men employed on administration projects. This has had the effect of providing an incentive for training a skilled work team as well as stimulating the economy.

Convention No. 108: Seafarers' Identity Documents, 1958

PORTUGAL

Regulations approved by Decree No. 45,969 of 15 October 1964.

The above regulations contain a model of a seafarer's identity document, which was further improved in 1967.

The various ministerial departments concerned have initiated a procedure for incorporating the provisions of the Convention into domestic law at an early date, so that facilities for the admittance and passage in transit of seafarers may be granted not only to countries with which bilateral agreements have been concluded, but also to the other ILO member States which apply the Convention.

Article 2 of the Convention. The seafarer's identity card is the only identity document of Portuguese nationals employed as seafarers. Foreign seafarers are employed only exceptionally on Portuguese ships, and there is no provision for delivering a seafarer's identity card in such cases.

Article 6. The seafarers' identity documents have blank spaces for the appropriate entries. Seafarers holding valid identity documents are allowed to enter the national territory in the cases covered in this Article only on the written request of the shipowner, agent or consul.

The application of the laws and regulations concerning seafarers' identity cards is the responsibility of the harbour-masters in the ports and of the directorate-general of the "Sûreté" in the Ministry of the Interior.

Convention No. 111: Discrimination
(Employment and Occupation), 1958

ARGENTINA

The Constitution contains provisions affording guarantees against discrimination, as defined by the Convention.

Article 16 of the Constitution states that the Argentine nation does not admit any prerogatives based on blood or birth and does not recognise any personal privileges or titles of nobility. All its inhabitants are equal before the law and have access to employment without any other condition than that of skill. Taxation and public obligations are founded on equality.

Under article 20 aliens enjoy all the civic rights conferred on citizens throughout the territory of Argentina and are allowed to engage in industry, commerce and the liberal professions.

Under article 14 bis, labour in all its forms is protected by the law, which guarantees workers fair and decent conditions of employment, annual leave with pay, fair wages, equal remuneration for equal work, a share in the profits of their undertakings coupled with a right to supervise production and participate in management, protection against arbitrary dismissal, stability of employment in the public service, freedom of association, etc.

By article 28 the principles, guarantees and rights laid down in the Constitution cannot be modified by the laws passed to give effect to them. Equality of opportunity and treatment in respect of employment and occupation, access to vocational training, etc., is consequently guaranteed at all levels and for all inhabitants, and the guarantee is afforded in such a manner that any legal provision of a discriminatory nature can be declared unconstitutional on the application of a person considering himself prejudiced by the provision.

Education is provided free of charge by the State, and this prevents any kind of discrimination that might arise in practice for financial reasons, by bringing vocational training within the reach of every member of the population.

Responsibility for applying the provisions mentioned above lies with the Secretariat of State for Labour and the Ministry of Education.

The Supreme Court of the province of Buenos Aires has had occasion to give a ruling on the application of the principle of equal remuneration for equal work (decision of 19 March 1959, published in the review La Ley, No. 96-646).

CYPRUS

Constitution of 6 April 1960.

Law No. 3 of 1968 ratifying Convention No. 111.

Employment Service Manual of Operations, 1968.

Article 1 of the Convention. Article 28 of the Constitution provides that: "All persons are equal before the law, the administration and justice, and are entitled to equal protection thereof and treatment thereby. Every person shall enjoy all the rights and liberties provided for in this Constitution without any direct or indirect discrimination against any person on the ground of his community, race, religion, language, sex, political or other connections, national or social descent, birth, colour, wealth, social class or any ground whatsoever, unless there is express provision to the contrary in this Constitution".

The Greeks constitute 80 per cent and the Turks 20 per cent of the total population. However, the Constitution provides that the public service shall be composed of 70 per cent of Greeks and 30 per cent of Turks (article 123), the army shall be composed of 60 per cent of Greeks and 40 per cent of Turks (article 129) and the security forces (police and gendarmerie) shall consist of 70 per cent of Greeks and 30 per cent of Turks (article 130).

The above provisions gave rise to difficulties because they resulted in engagements and promotions being made not on merit but on the basis of community and religious criteria.

The Government believes that the adoption by Cyprus of the United Nations Charter and the Universal Declaration of Human Rights supersedes any constitutional provisions which are in flagrant conflict with the provisions of these instruments.

In fact, the constitutional provisions as to the ethnic composition of the public service and of the armed forces were never fully implemented because of the insurmountable practical difficulties they encountered.

Article 2. The strategy of the second Five-Year Plan (1967-1971), as far as employment is concerned, is to provide employment opportunities for all people who are willing to work. Free access to vocational training institutions is provided for all persons possessing a minimum standard of qualifications, without discrimination as to race, colour, sex, religion, political opinion, national extraction or social origin. Under article 23 of the Constitution "... every person has the right to practise any profession or to carry on any occupation, trade or business".

The policy of the Employment Service, as defined by its manual of operations, is to serve impartially all employers and job applicants legally permitted to work, without regard to race, religion, national origin, sex, age, occupational or economic status, and to provide special assistance to individuals facing particular handicaps in finding employment.

As far as the Government as employer is concerned, no discrimination whatsoever is made. In private industry, terms and conditions of employment are negotiated through free collective bargaining, and the Government, apart from exhortation, is unable and unwilling to interfere more positively. Labour legislation covering conditions of employment of certain categories of employees, e.g. hotel and catering employees, is in line with the provisions of the Convention. In other cases the Ministry of Labour and Social Insurance has been instrumental in streamlining conditions of employment for both sexes.

Article 3. (a). An island-wide network of tripartite committees has been established by the Government to advise and assist the Labour Advisory Board and the Employment Exchange Advisory Committees in both the formulation and the implementation of a non-discriminatory labour policy.

(b). According to article 20 of the Constitution, every person has the right to receive, and every person or institution has the right to give, instruction or education subject to such formalities, conditions or restrictions as are in accordance with the relevant communal law and are necessary for the protection of the rights and liberties of others, including the right of parents to secure for their children such education as is in conformity with their religious

convictions. The national authorities do not discriminate on any ground in the implementation of their educational programmes.

(d). Employment policy is under the control of the Ministry of Labour and Social Insurance. Vocational guidance is offered to members of all communities without any discrimination within the meaning of the Convention. Vocational training institutions and other vocational training programmes operated by the Government are run by tripartite committees on which both communities are represented, and offer their services without discrimination.

There has never been any discrimination on any ground since the establishment of the Republic in 1960, except the discrimination which was imposed upon the Government by the Constitution.

Article 4. No legislative or administrative measures or national practice governing the employment or occupation of persons suspected of or engaged in activities prejudicial to the security of the State exist in Cyprus.

Article 5. It has not been determined, after consultation with employers' and workers' organisations, that any special measures of the type described in paragraph 2 of this Article are not deemed to be discrimination.

Government departments are required to engage 2 per cent of their labour force from among disabled unemployed persons registered at the district employment offices.

The application of this Convention is entrusted to the Ministry of Labour and Social Insurance.

No decisions involving questions of principle relating to the application of the Convention have been given.

No observations have been received from the organisations of employers or workers regarding the practical application of the Convention.

MALTA

See under Convention No. 111, Report III (Part 2).

PARAGUAY

Constitution of 25 August 1967.

Labour Code, Act No. 729 of 31 August 1961 (Gaceta Oficial (G.O.), 31 August 1961, No. 64) (LS 1961-Par. 1).

Decree No. 3286 of 4 March 1964 (G.O., 4 March 1964, No. 26).

The various Articles of the Convention are applied by Act No. 729, to promulgate the Labour Code. Paraguayan legislation does not conflict with any of the provisions of the Convention. In virtue of section 8 of the national Constitution a ratified international Convention has force of law.

Section 3 of Book I of the Labour Code reads as follows: "The rights conferred on workers by this Code shall not be subject to renunciation, composition or limitation by agreement ... The legislation conferring the said rights and imposing obligations on and protecting all the workers and employers in the Republic, whether they be of Paraguayan or alien nationality, shall be based on the principles contained in the Universal Declaration of Human Rights ..., the American Declaration of the Rights and Duties of Man ... and the International Labour Code". Section 9 of the Labour Code states that "Labour is a social function enjoying state protection and shall not be treated as a commodity". Section 10 reads: "Every worker shall be entitled to follow his calling and freely devote himself to the occupation, industry, employment, art or trade which suits him, on condition that the performance thereof is lawful. He shall also enjoy the right to transfer from one employment to another".

It may be inferred from these provisions that no distinction, exclusion or preference is permitted on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, and equality of opportunity and treatment in employment and occupation can therefore be regarded as effectively ensured. Where isolated instances occur, the administrative labour authorities immediately endeavour to find an answer to them. This procedure is sufficient to prevent any attempt at discrimination in practice.

Paraguayan labour legislation offers and ensures equality of opportunity in employment and occupation.

Article 3, clause (a), of the Convention. The competent administrative labour authority in terms of Decree No. 3286 of 4 March 1964 (which defines the administrative duties of the Directorate of Labour) has a placement section responsible for seeking the direct co-operation of employers, industrial and commercial undertakings, occupational associations and the general public in securing the placement of any persons who apply to it.

Clauses (d) and (e). The Ministry of Justice and Labour is planning to open an adult vocational training school in the near future.

Conditions of employment are determined by means of collective agreements and individual contracts of employment (sections 46, 48, 314 and 340 of the Labour Code).

Foreign immigrants enjoy special facilities in accordance with the relevant Paraguayan legislation and are covered by the labour laws in exactly the same way as Paraguayan citizens if they work for an employer (section 52 of the Constitution).

Section 54 of the Constitution states: "All inhabitants of the Republic shall be equal before the law, without any discrimination whatsoever; no prerogatives based on blood or birth shall be permitted, and they shall not afford grounds for personal privileges or titles of nobility". Section 55 reads: "All Paraguayan citizens shall have the right to occupy public posts or functions, without any other condition than that of competence. Provision shall be made by law for the procedure to be followed in the recruitment, promotion and discharge of government officials, public employees and other persons in the service of the State, in such a way as to ensure equality of opportunity and stability of office or employment; the law shall define the rights and obligations of such persons and the qualifying conditions for their enjoyment of social benefits, including retirement and other pensions.."

TURKEY

Constitution of 9 July 1961.

Act No. 6366 of 10 March 1954 to ratify the European Convention for the Protection of Human Rights and Fundamental Freedoms.

Act No. 5175 of 9 February 1948 to ratify certain amendments to the ILO Constitution.

Act No. 274 of 15 July 1963 respecting trade unions (LS 1963-Tur. 1).

Act No. 810 of 13 December 1966 to ratify the Equal Remuneration Convention.

Act No. 811 of 13 December 1966 to ratify the Discrimination (Employment and Occupation) Convention.

Labour Act, No. 931 of 28 July 1967 (LS 1967-Tur. 1).

The Constitution provides that all individuals are equal before the law irrespective of language, race, sex, political opinion, philosophical views, or religion or religious sect; no privileges shall be granted to any individual, family, group or class (article 12). Primary education is compulsory for all citizens, male and female; to assure that capable and deserving students in need of financial support may attain the highest level of learning consistent with their abilities, the State shall assist them through scholarships and other means (article 50).

The Government's determination to guarantee by all available means equality of opportunity as regards access to education has been emphasised and confirmed by the government programmes of 7 November 1969 and 9 March 1970.

Every Turk is entitled to enter public service; in hiring personnel, no discrimination shall be made other than job qualifications (article 58 of the Constitution).

Government officials and those employed in public economic enterprises may make in the performance of their official duties no discrimination whatsoever among citizens on account of their political views (article 119).

Article 1, paragraph 1(a), of the Convention. There are no distinctions, exclusions or preferences made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin which have the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

- (i) The administrative practice is in conformity with the principles laid down in the Constitution. The Supreme Constitutional Court is empowered to annul any provisions which are incompatible with the Constitution.
- (ii) The behaviour of the Turkish people is characterised by a display of tolerance and understanding in its relations with all persons, regardless of any distinctions founded on race, colour, sex, religion, political opinion, national extraction or social origin. In the fields of vocational guidance, employment and occupation, there is no discrimination which might nullify or impair equality of opportunity or treatment between the persons covered by the Convention.

Paragraph 1(b). The provisions of the fundamental labour legislation - for example, the Labour Act (No. 931) and the Act respecting trade unions (No. 274) - are such as to eliminate any treatment providing scope for distinction based on such factors as age, invalidity or trade union membership.

Article 2. The national policy designed to promote equality of opportunity and treatment in respect of employment and occupation has been expressed through the Constitution, the government programmes, and the five-year development plans.

Article 3, clause (a). The organisations of employers and workers watch over the application of the principles of the Constitution.

Clause (c). With a view to eliminating any legislative or other provisions or administrative practices which are incompatible with the national policy of non-discrimination, appropriate decisions are made following proceedings in the competent courts of law.

Clause (d). This policy is implemented through legislation.

Clause (e). The action taken to promote equality of opportunity and treatment in the field of vocational training and guidance under the direction of a national authority is described in section VI of the Second Five-Year Development Plan (1968-1972), and a Bill on the training of workers and apprentices in the enterprises and outside them is in course of preparation.

Clause (f). The Second Five-Year Development Plan (1968-1972) contains the information and statistics available in this respect.

Article 4. Article 11 of the Constitution provides that restrictions on the fundamental rights and freedoms may only be imposed by law and then only in conformity with the letter and spirit of the Constitution. The law may not infringe upon the essence of any right or liberty, not even when it is designed to protect the public interest, public morals or public order, social justice or national security.

Individuals legitimately suspected of activities prejudicial to the security of the State and those engaged in such activities have the right to appeal to the competent tribunal (articles 30-34 of the Constitution).

Article 5. The Constitution contains provisions for measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognised to require special protection or assistance. These measures are in keeping with social and economic conditions in Turkey, which is a developing country.

The application of the above-mentioned legislation has been entrusted to the Council of Ministers.

No decisions relating to the application of the Convention have been given by courts of law or other courts.

The organisations of employers and workers have not formulated any observations regarding the practical application of the provisions of the Convention.

A copy of the Second Five-Year Development Plan (1968-1972), and the text of articles 30-34 of the Constitution, were attached to the report of the Government.

Convention No. 112: Minimum Age (Fishermen), 1959

FRANCE

St. Pierre and Miquelon

Decree No. 865 of 6 August 1960 to replace certain sections of the Seamen's Code by regulations (Journal Officiel, 17 August 1960, No. 190, p. 7664) (LS 1960-Fr. 4A).

The minimum age for registering a fisherman and taking him on board a vessel is the same as in France, the French Labour Code being applicable to St. Pierre and Miquelon.

Convention No. 115: Radiation Protection, 1960

USSR

Constitution of the USSR dated 1969, and Constitutions of the Union and Autonomous Republics.

Labour Code of the RSFSR dated 1 May 1936 (LS 1936-Russ. 1), as amended, and Labour Codes of the Union Republics.

Health Rules of 25 June 1960 respecting work with radio-active substances and sources of ionizing radiations.

Ordinance of 29 October 1963 respecting state health inspection services in the USSR.

Articles 1 and 2 of the Convention. The Convention is applied by various laws and the regulations issued under them. There are provisions regulating all fields in which radio-active substances and sources of ionizing radiations are used. Nevertheless, the above-mentioned Health Rules do not apply to activities in which radio-active substances are used only below specified doses.

Article 3. The Health Rules provide for a large number of measures concerning the effective protection of workers against ionizing radiations.

Articles 4 to 8 and 11. The Health Rules require the ministries, research institutes, directorates, institutions and enterprises to take appropriate steps to restrict the exposure of workers to ionizing radiations to the lowest possible level. A special annex to the Health Rules fixes maximum permissible doses of ionizing radiations for various categories of workers. The rules contain a number of requirements concerning the protection of workers against unnecessary exposure to ionizing radiations. Young persons under the age of 18 may not be engaged in any work involving ionizing radiations or where radio-active substances are used.

Articles 9, 10 and 12 to 15. A special annex to the Health Rules contains provisions respecting the marking and notification of any equipment, means of transport, instruments and spaces used for work with radio-active substances and ionizing radiations. Before entering employment, all workers engaged in radiation work must be instructed in the precautions to be taken to ensure their safety at work, and in the use of technical and personal protective media.

Appropriate monitoring of all workers and premises must be carried out to measure the exposure of workers to ionizing radiations. All workers engaged in radiation work must undergo a medical examination prior to employment, and thereafter at specified intervals.

The state health inspection services collaborate closely with the competent services in enterprises and institutions. The Health Rules contain detailed provisions on inspection and supervision. Section 217 of the Penal Code of the RSFSR and the corresponding sections of the Penal Codes of the Union Republics provide for penal sanctions for infringements of the rules concerning the storage and transport of, and work with, radio-active substances.

Convention No. 117: Social Policy
(Basic Aims and Standards), 1962

CONGO (Kinshasa)

Constitution, 1964 (Moniteur congolais, extraordinary issue, 1 August 1964) (LS 1964-Congo (Leo.) 3).

Labour Code, 1967 (Moniteur congolais, 15 August 1967) (LS 1967-Congo (Kin.) 1).

The Convention is applied through the Constitution, articles 5 and 17 of which abolish every kind of discrimination which is contrary to social progress. Section 2 of the Labour Code stipulates that work is a right and a duty for everyone.

JAMAICA

Jamaica (Constitution) Order in Council, 1962 (Statutory Instruments, 1962 - Part II, Nos. 889 to 1936 - 1 May to 31 August, pp. 1678-1762).

Landlords and Tenants Law, 1938, Chapter 206 (Laws of Jamaica, Vol. V, Revised Edition, 1953, p. 3384).

Minimum Wage Law, 1938, Chapter 252 (ibid., Vol. VI, p. 4090) and amendments.

Moneylending Law, 1938, Chapter 254 (ibid., p. 4154).

Factories Law, 1940, Chapter 124.

Sex Disqualification (Removal) Law, 1944, Chapter 356 (ibid., Vol. VIII, p. 5824).

Agricultural Smallholdings Law, 1946, Chapter 8 (ibid., Vol. I, p. 150).

Co-operative Societies Law, 1950, Chapter 75 (ibid., Vol. II, p. 926).

Juveniles Law, 1951, Chapter 189 (ibid., Vol. IV, p. 2923) and amendments.

Apprenticeship Law, 1954, and amendments.

Industrial Incentives Law, No. 45, 1956 (Laws of Jamaica, 1956).

Town and Country Planning Law, 1957 (No. 42).

Agricultural Credit Board Law, 1960 (No. 70).

Land Development and Utilisation Act, 1966, No. 22 (Acts of Jamaica, 1966).

Education Law.

Articles 2 and 3 of the Convention. Studies and investigations of the effects of Jamaican migration to Great Britain led to the establishment of a Migration Advisory Service, attached to the Ministry of Labour, in September 1956. This service maintains close contact with the Migrants' Welfare Services of the Jamaican High Commissioner in London in order to inform the public about migration matters.

The Town and Country Planning Law provides for the progressive development of land, cities, towns and other areas. The Government's housing programme includes redevelopment and slum clearance of urban areas. The Government has introduced an extensive programme of community water supply development, and encourages the spread of industries to rural areas by granting tax concessions and incentives to prospective entrepreneurs under the Industrial Incentives Law.

Article 4. To improve the productive capacity and standard of living of agricultural producers, the Government has introduced a Farmers' Production Programme. Under the Agricultural Credit Board Law, grants and loans may be made by the Agricultural Loan Societies for use by agriculturalists.

To control the ownership and use of land so as to ensure that it is used in the best interests of the population, a Land Development and Utilisation Act was introduced in 1966. The Act provides for the establishment of the Land Development and Utilisation Commission which ensures that occupiers of agricultural units fulfil their responsibility to farm the land.

Provision is made for the supervision of tenancy arrangements under the Agricultural Smallholdings Law, which is designed to secure the rights of tenants on parcels of land, intended for cultivation or pastures, consisting of not less than 1 acre or more than 10 acres. All other tenancies are subject to the provisions of the Landlords and Tenants Law. In addition, there is a Co-operative Societies Law which aims at promoting the economic interests of members of co-operatives.

Article 5. Trade unions are active in securing higher wages and improved conditions of work for their members with a view to raising

their standards of living. In addition, minimum wage advisory boards are appointed under the Minimum Wage Law to advise the Minister on the regulation of wages of those workers who are not organised and whose wages are unreasonably low.

Periodic surveys are carried out in an effort to establish the cost-of-living index.

There is also a Co-ordinated Extension Service, which is active in the more rural areas, where people are taught to utilise the resources available to their advantage.

Under the Community Development Schemes established by the Sugar Industry Labour Welfare Board, sugar workers are assisted with housing, medical care and scholarships for their children.

Articles 6 and 7. Migration of labour only takes place in the sugar industry and on a voluntary basis. Migrant workers return home at weekends.

Article 8. Migrant workers processed through the Ministry of Labour and National Insurance for employment in other countries are protected by contracts which guarantee them wages and other conditions of service no less favourable than those enjoyed by workers in similar categories in the area of employment. The contracts of workers recruited for temporary employment in agriculture in the United States of America and in Canada provide for deductions from their earnings to be remitted to Jamaica.

Article 9. There is relatively little movement of workers and their families from low-cost to high-cost areas within the country.

Article 10. The Government encourages the fixing of wages by collective agreements. For example, wages in the sugar industry are so fixed. In addition, joint industrial councils are in operation for some branches of industry.

The Minimum Wage Law provides that the Minister of Labour may by proclamation fix minimum wages for any occupation when the wages paid to any person employed in that occupation are unreasonably low.

Section 5 of the Minimum Wage Law provides that an employer is obliged to pay rates not less than the prescribed minimum wages, and if he does not do so he is liable to a penalty. The Minimum Wage Law provides also that the employer shall exhibit in a conspicuous place, for the information of the workers, a copy of the relevant Minimum Wage Proclamation.

Article 11. The Minimum Wage Law provides for the inspection of wages records which employers are required to keep. Periodic inspection ensures that workers are not paid at rates below the minimum wages. Application of the provisions of this Article is effected through trade union activity, collective bargaining and the minimum wage proclamations. There is no legislation to provide for the place where payment of wages should be made. The Minimum Wage Law provides that in every occupation to which a minimum wage is applicable, wages

should be defined as wages received in cash, exclusive of any ancillary benefits.

Article 12. The social and economic development of the country, including strong trade union activity, progressive educational programmes and the wide dissemination of general information regarding the rights and privileges of workers, ensure that the abuses envisaged by this Article do not arise.

Article 13. The Co-operative Societies Law promotes the economic interests of members of co-operatives. In addition, the Agricultural Credit Board Law, 1960, provides credit for special purposes. The Moneylending Law provides safeguards for persons borrowing money.

Article 14. The Jamaica (Constitution) Order in Council, 1962 (sections 13 and 24) and the Sex Disqualification (Removal) Law make provisions for protection from discrimination on the grounds of race, colour, sex, belief, tribal association or trade union affiliation.

Regular inspections of establishments falling within the scope of the Factories Law are made to ensure that the requirements relative to safety, health and welfare are observed.

There is no difference in salary between male and female workers performing the same service and occupying the same grade. There is, however, a difference in wage scales between male and female manual workers in relation to volume, output and potential in certain areas.

Article 15. The Education Law makes provision for universal education and for the progressive development of institutions devoted to this end. The report contains information on preliminary, secondary, commercial and technical education as well as on the examinations for admittance to secondary schools, and apprenticeship training.

The Juveniles Law provides that no child under the age of 12 shall be employed except by parents or guardians, and that such employment may only be in light domestic, agricultural or horticultural work, or in any prescribed occupation.

Article 16. The Ministry of Labour and National Insurance continues to have major responsibility for the administration of the Industrial Training Programme, embracing those courses which are arranged and conducted with the full co-operation and support of employers' organisations and the trade unions. A programme for the upgrading of partly skilled workmen has been initiated in trade training centres, technical high schools and institutes. The continued demand for more and better trained workmen has led to the establishment of training centres all over the country.

UNDP/ILO assistance, consisting in the promotion of experts, has been secured for a project involving a comprehensive review of training needs, including the establishment of a training school for instructors.

In an effort to improve productivity, a Productivity Centre has been established with the assistance of the ILO.

Convention No. 118: Equality of Treatment
(Social Security), 1962

CONGO (Kinshasa)

Legislative Decree to establish a social security scheme, of
29 June 1961 (*Moniteur congolais*, 11 August 1961, No. 17)
(LS 1961-Congo (Leo.) 2), as amended.

Section 2 of the Legislative Decree of 29 June 1961 provides that workers covered by the regulations respecting contracts for the hire of services, and boatmen, are compulsorily insured under the social security scheme without any distinction as to nationality, when they are employed, as their principal employment, on the national territory.

Seafarers registered in the Congo, employed on ships flying the Congolese flag, are likewise insured. However, reciprocal agreements may be concluded excluding seafarers, who are nationals of the other countries parties to these agreements and employed on ships registered in the Congo, from the scope of the Legislative Decree, or including within its scope Congolese seafarers employed on ships registered in the said countries.

GUINEA

Act No. 21 - AN - of 1 December 1960 establishing a Social Security Code.

Article 2 of the Convention. The Republic of Guinea accepts the obligations of the Convention in respect of: (a) medical care, (b) sickness benefit, (c) maternity benefit, (d) old-age benefit, (f) survivors' benefit, (g) unemployment injury benefit, and (i) family benefit.

Article 3. Under section 5 of the Act, foreign nationals are granted equality of treatment in respect of social security, as regards both coverage and the right to benefit. It follows from the preamble to Part V of the Act that old-age and survivors' benefits are granted to all wage earners without distinction as to nationality. Foreign nationals temporarily resident in Guinea who do not have a foreign worker's permit are excluded from enjoyment of family benefit.

Article 4. (1) Under section 39 of the Code, ordinary or privileged residents and temporary residents holding a foreign worker's permit are entitled to family benefit.

(2) Entitlement to the benefits referred to in paragraph 6(a) of Article 2 of the Convention is subject to the requirement that the beneficiary has resided in Guinea. Except in the case of occupational accidents, the grant of survivors' benefit is subject to the requirement that the deceased person must have worked for at least six months, while for invalidity and old-age benefit, the qualifying period is one month and ten years respectively.

Article 5. Payment of invalidity, old-age and survivors' benefits, as well as death grants and employment injury pensions, is assured in the event of residence abroad. Use is made of the provisions of Article 8 of the Convention.

Article 6. According to the provisions of sections 38 and 39 of the Social Security Code, nationals of Guinea and of other States having accepted the obligations of the Convention are entitled to family allowances.

Article 10. (1) Refugees have the same rights as nationals of Guinea.

(2) Officials of the State and of national public establishments are not covered by the general social security scheme. War victims and public assistance are outside the scope of the Social Security Code.

The application of the relevant laws and administrative regulations is supervised by the labour inspectors attached to the Ministry of Labour and the Public Service.

ITALY

Legislative Decree No. 1827 of 4 October 1925 concerning social insurance (invalidity, old-age and survivors' insurance) (LS 1935-It. 5).

Article 2 of the Convention. Italy has accepted the obligations of the Convention for all of the branches of social insurance.

Article 3. There is no discrimination between nationals and non-nationals as regards coverage and the right to benefits.

Article 4. Equality of treatment is guaranteed without any condition of residence. Provisions designed to prevent the cumulation of benefits are included in bilateral and multilateral social security agreements.

Article 5. Payment of pensions is ensured without any restrictions where the beneficiaries are resident abroad.

Article 6. In cases when the members of the family of a person working in Italy are resident abroad, family allowances are granted without condition of reciprocity.

Articles 7 and 8. Italy has ratified Convention No. 48, and has also concluded a series of bilateral and multilateral agreements providing for the co-ordination of the legislation of the contracting parties, and in particular for the totalisation of periods of insurance for the purpose of maintaining rights in course of acquisition.

Article 9. No derogations from the Convention are provided for.

Article 10. Italy has ratified the conventions on the status of refugees and stateless persons.

Article 11. The agreements concluded by Italy provide for administrative assistance free of charge.

Article 12. All these agreements contain transitional clauses providing for the consideration of periods of insurance completed before they became effective.

MAURITANIA

Act No. 67.039 of 3 February 1967 to institute a social security scheme (Journal Officiel (J.O.), 22 March 1967, No. 202/3, p. 93) (LS 1967-Mau. 1).

Order No. 464/MST of 4 September 1967 making regulations for the provision of social security benefits (J.O., 18 October 1967).

Article 2 of the Convention. Mauritania has accepted the obligations of the Convention in respect of the following branches: (d) invalidity benefit; (e) old-age benefit; (f) survivors' benefit; (g) employment injury benefit; and (i) family benefit.

Article 3. Workers are assured of equality of treatment, irrespective of their nationality.

Article 4. Equality of treatment is accorded without any condition of residence.

Article 5. Benefit is suspended where the beneficiary is not resident in Mauritania, unless provision to the contrary has been made by reciprocity agreement or international convention.

Article 6. Provision has been made for family allowances to be paid in respect of the children of any worker whose country of origin has concluded an agreement with Mauritania or ratified the Convention.

Article 7. Only one reciprocity agreement has been made, namely the General Social Security Convention concluded with France on 22 July 1965. A second reciprocity agreement, namely a Multilateral Social Security Convention between the States Members of the Organisation of States Bordering on the River Senegal, is in course of preparation.

The application of the Convention is supervised by the inspectors of the National Social Security Fund.

Convention No. 119: Guarding of Machinery, 1963

CHINA

Safety and Health Installations in Factories Regulations of
31 July 1970.

The Ministry of the Interior prepared revised draft regulations on the guarding of machinery and submitted them to the Cabinet on 31 August 1970 for approval.

Article 1 of the Convention. Section 2 of the draft regulations on the guarding of machinery provides that all machinery driven by motive or physical power which could cause injury to the person operating the machine falls within the term "machinery" as defined by the regulations.

Articles 2 and 5. Provision has been made for exemption from the provisions of Article 2 for a period of three years.

Article 6. Section 7 of the draft regulations prohibits the use of machinery the dangerous parts of which are not adequately protected. Chapters 4 and 5 of the Safety and Health Installations in Factories Regulations of 1970 contain detailed provisions concerning the guarding of machinery.

Article 10. By virtue of section 9 of the draft regulations, the employer is required to give adequate instructions to workers regarding safety measures, and to maintain suitable conditions in the work-places in order to avoid the danger of accidents. Under section 43 of the Factories Act, employers are required to organise training courses for workers concerning the prevention of accidents.

Article 13. Section 14 of the draft regulations provides that the provisions thereof shall also apply to machinery installed by self-employed workers.

Article 15. The competent authorities responsible for the enforcement of safety regulations are the Factory and Mining Inspection Commission of Taiwan Province, the Taipei Municipal Bureau of Factory and Mining Inspection, and the Provincial Bureau of Mines.

Article 16. The Government consulted the employers' and workers' organisations before the legislative texts in question were prepared.

The Ministry of the Interior, the provincial government, the municipal government and district governments are entrusted with the enforcement of regulations concerning the guarding of machinery.

CONGO (Kinshasa)

Ordinance No. 23/146 of 6 May 1953: general provisions respecting safety in workplaces (Bulletin officiel du Congo belge, 30 May 1953).

Labour Code, Legislative Ordinance No. 67/310 of 9 August 1967 (Moniteur congolais, No. 16, 15 August 1967) (LS 1967-Congo (Kin.) 1).

Part VIII of the Labour Code contains provisions relating to cleanliness, hygiene and safety in workplaces. Health and safety conditions are to be regulated by orders issued by the Minister of Labour and Social Welfare. The Government indicates that draft orders on the subject, based in a large measure upon the Convention, have already been prepared and will shortly be submitted to the National Labour Council.

The guarding of machinery has up to now been regulated by Ordinance No. 23/146 of 6 May 1953.

TURKEY

Act No. 872 of 23 May 1967 to ratify the Guarding of Machinery Convention (No. 119).

Labour Code, Act No. 931 of 28 July 1967 (LS 1967-Tur. 1) (Resmî Gazete (R.G.), 12 August 1967).

Decree No. 6/12782 of 22 December 1969 respecting occupational safety and health (R.G., 3 March 1970).

Regulations No. 6/11974 of 5 June 1969 respecting workers' health and occupational safety committees (R.G., 14 July 1970).

Article 1 of the Convention. The regulations of 22 December 1969 apply both to new and to second-hand machinery operated by manual power.

Articles 2 and 3. There is no ban on the sale, hire or transfer in any other manner of the machinery covered by these Articles.

Article 4. No obligation to ensure compliance with the provisions of Article 2 rests on the vendor, the person letting out on hire, etc.

Article 5. No exemptions have been provided for.

Article 6. Effect is given to this Article by sections 142 to 204 of the regulations of 22 December 1969.

Article 7. Effect is given to this Article by section 73 of Act No. 931.

Article 9, paragraphs 1 and 2. A temporary exemption is provided for in section 1 (transitional) of the regulations of 22 December 1969.

Article 10. Generally speaking, this Article is applied.

Article 11. Effect is given to the provisions of this Article by section 73 of Act No. 931, sections 2 and 479 of the regulations of 22 December 1969 and section 5(f) of the regulations of 5 June 1969.

Article 12. The Government states that the rights of workers under the social insurance legislation are not affected.

Article 13. The provisions of Part III of the Convention are applicable to self-employed workers.

Article 14. Effect is given to this Article by section 1 of Act No. 931.

Article 15, paragraph 1. Penalties may be imposed upon users by virtue of section 102 of Act No. 931; no provision is made for penalties for the manufacturers of machinery.

Paragraph 2. Section 521 of the regulations of 22 December 1969 makes provision for inspection in respect of users of machinery, but no provision is made for inspection in respect of manufacturers.

Article 16. The provisions of this Article are applied.

Article 17. The legislation giving effect to the Convention is not applicable to sea and air transport or to agricultural work.

The Council of Ministers is responsible for the enforcement of the legislation in question.

Convention No. 120: Hygiene (Commerce and Offices), 1964

CONGO (Kinshasa)

Labour Code: Legislative Ordinance No. 67/310 of 9 August 1967
(Moniteur congolais, 15 August 1967, No. 16) (LS 1967-
Congo (Kin.) 1).

Part VIII of the Labour Code contains provisions relating to cleanliness, hygiene and safety at workplaces, to be implemented by orders issued by the Minister of Labour and Social Security. The necessary supervision and inspections are effected solely by persons or bodies authorised by the competent authority. Summonses are issued by the Labour Inspector and time limits laid down for remedying breaches or removing hazards. Occupational accidents and diseases must be notified by the employer to the National Social Security Institute.

Part IX of the Labour Code contains provisions concerning medical services in undertakings.

UNITED KINGDOM

Antigua

Shops Regulation, Cap. 328, No. 11/41.

The Public Health Ordinance, Cap. 236, No. 34 of 1956.

The Factories Ordinance, Cap. 362, No. 12 of 1957.

The legislation provides, inter alia, that the occupier of every factory shall keep the factory in a clean state, secure adequate ventilation, provide suitable and sufficient lighting, maintain a reasonable temperature (including the regulation of temperature of ironing rooms in laundries), and provide suitable and sufficient sanitary conveniences for the use of employees.

It also empowers the competent authorities to make regulations relating to the cleanliness of rooms and elimination of effluvia in factories and workshops; ventilation and standards of light and temperature; the provision of an adequate supply of drinking water and of washing facilities in any factory; the sufficiency, type and position of sanitary conveniences; the provision of suitable facilities for sitting; the provision of accommodation for clothing; the hygienic conditions of underground rooms in which work is performed; the provision of protective devices for workers exposed to any injuries or offensive substances, and the provision and maintenance of readily accessible first-aid boxes or equipment.

Montserrat

Shops Regulation Ordinance (Cap. 286 of the Revised Laws of Montserrat).

Article 1 of the Convention. The above Ordinance applies to any premises or place where any trade or business, whether wholesale or retail, is carried on (but does not cover any factory or depot where ice is sold nor any garage or place where only petrol or motor accessories are sold).

Article 4. The application of some of the general principles set forth in Part II of the Convention is ensured by existing legislation.

Article 6. Section 8 of the Ordinance grants to police officers the power to enter shops and make inquiries to ascertain compliance with the provisions of the Ordinance. Section 10 prescribes fines for persons found guilty of an offence against the Ordinance.

Articles 7-13 and 15-19. These Articles are voluntarily applied.

Article 14. Partial application is achieved by section 7 of the Ordinance which requires shop owners or occupiers to provide seats for female shop assistants.

St. Lucia

Public Health Ordinance, Chapter 151 of the Laws.

Factories Regulations, No. 8 of 28 February 1948 (Statutory Rules and Orders).

Shops (hours) Ordinance and Order, Chapter 245 of the (Revised) Laws.

Article 1 of the Convention. In section 2 of the Public Health Ordinance, the expression "house" is defined to include hotels, schools, factories and other buildings in which persons are employed.

Article 5. No consultations with representative organisations of employers and workers with respect to the above-mentioned legislation have taken place.

Article 6. The Labour and Public Health Departments maintain inspection services ensuring the application of the above-mentioned legislation. Penalties are laid down in the Factories and Public Health Ordinances.

Article 7. Section 38 of the Factories Regulations.

Article 8. Section 40 of the Factories Regulations.

Article 9. Section 41 of the Factories Regulations.

Article 12. Section 44 of the Factories Regulations.

Article 13. Sections 43 and 45 of the Factories Regulations.

Article 14. Section 46 of the Factories Regulations and section 16 of the Shops (Hours) Ordinance.

Article 15. Section 47 of the Factory Regulations.

Article 17. Sections 50 and 51 of the Factories Regulations.

Article 19(c). Section 49 of the Factories Regulations.

Seychelles

Factories Ordinance, No. 15 of 1937.

Employment of Servants Ordinance, No. 25 of 1947.

Outlying Islands (Employment of Servants) Ordinance, No. 26 of 1945.

Public Health Ordinance, No. 25 of 1959.

Article 4 of the Convention. Only very limited legislation is at present in force covering the requirements of the Convention.

Article 6. The activities of the inspection services in the context of the provisions of the Convention are mostly of an advisory or persuasive nature.

Article 12. Section 22 of the Employment of Servants Ordinance requires an employer to provide wholesome drinking water for his employees when the employment contract is in writing and does not expressly state that such a facility shall not be provided. In fact, very few contracts are in writing on Mahe and the neighbouring islands. Section 19 of the Outlying Islands (Employment of Servants) Ordinance requires employers to provide this facility for employees and their families under all circumstances.

Article 18. Section 30(t) and (u) of the Public Health Ordinance authorises the taking of practical measures to abate nuisances in all establishments.

Article 19. Section 23(1) of Ordinance 25 of 1945 is in accordance with paragraph (a) of Article 19 as regards labour working more than 2 miles from a government hospital or clinic. Section 21 of Ordinance 26 of 1945 requires employers in outlying islands to construct and maintain at their own expense hospitals containing such number of beds as may be directed by the Labour Officer unless the labour concerned is employed there for short periods (three months at a time).

USSR

Constitution of the USSR and Constitutions of the federated and autonomous republics.

Labour Code of the RSFSR, dated 1 May 1936 (LS 1936-Russ. 1), and Labour Codes of the federated republics.

Ordinance of 29 October 1969 respecting state health supervision in the USSR.

Occupational Health and Safety Regulations for Commercial Establishments, dated 29 April 1959.

Building Standards and Regulations, dated 7 September 1962.

Articles 1 to 3 of the Convention. The above-mentioned legislation and regulations apply to all offices and trading establishments.

Articles 4 to 6. The organs and agencies of the health and epidemiological service of the USSR Ministry of Health and of the Ministries of Health of the federated republics are responsible for official supervision of the effect given by all undertakings and organisations to labour hygiene regulations.

Articles 7 to 10 and 16. The requirements of these Articles are applied through the above-mentioned regulations.

Articles 11 to 15 and 17 to 19. The provisions in force are generally applicable.

Convention No. 121: Employment
Injury Benefits, 1964

CONGO (Kinshasa)

Legislative Decree of 29 June 1961 to establish a social security scheme (Moniteur congolais, No. 17, 4 August 1961) (LS 1961-Congo (Leo.) 2).

Order No. 66-370 of 9 June concerning the list of occupational diseases (Moniteur congolais, 1 August 1966).

The benefits include medical care, daily cash payment in the event of temporary incapacity for work, a pension or allowance in the event of total or partial permanent incapacity, as well as survivor's pension and a grant for funeral expenses should the injured person die.

Medical care includes medical and surgical treatment, X-ray examinations, laboratory tests and analyses, the supply of pharmaceutical products, maintenance in a hospital or medical institution, dental care, the cost of transporting the injured person from the accident site to the place of treatment, and the supply, repair and renewal of the prosthetic and orthopaedic appliances required.

This care is provided by the National Social Security Institute or by the establishment selected by it from among the approved official or private health units.

Convention No. 122: Employment Policy, 1964

CHILE

Legislative Decree No. 5 of 30 May 1967, creating the National Employment Service (Diario Oficial, No. 26.857, 2 October 1967).

Articles 1 and 2 of the Convention. The Government's concern with the employment situation has resulted in the establishment of a National Employment Service responsible for the organisation and maintenance of a national network to improve the employment situation, and consequently working to promote the full use of human resources.

The decree which created the National Employment Service further states that it is the mission of the State to provide every Chilean worker with a service which organises and co-ordinates the means required to satisfy employment needs, and that the economic and social development of the country require a service which facilitates the best use of human resources.

The decree also provides that the employment service is to undertake all action designed to promote full, productive and freely-chosen employment, and to study and plan the employment situation, salaries and labour relations, and to promote or adopt measures for their improvement and development in accordance with the Government's economic and social aims and plans.

In Chilean legislation there is no provision which limits freedom to seek employment or which establishes discrimination based on age, sex, religion, nationality, politics, etc.

Article 3. Representatives of employers and workers and other interested persons participate in the formulation of employment policy, since they form a part of the council which directs the employment service.

Action in the field of employment is the responsibility of the National Employment Service.

IRELAND

Constitution of Ireland.

Second Programme for Economic Expansion 1964-1970.

White Paper of Manpower Policy, October 1965.

National Industrial Economic Council. Report on Full Employment, January 1967.

Third Programme for Economic and Social Development 1969-1972.

Article 1, paragraph 1, of the Convention. A government White Paper on Manpower Policy, published in October 1965, stated that the steps taken by the Government to promote economic growth had, as one of their primary aims, the attainment and maintenance of employment at the highest levels practicable, and that the Government had decided that the initial steps to develop an active manpower policy should be taken. The main elements of this policy were set out in the White Paper. In 1967 the National Industrial Economic Council published a Report on Full Employment in which it attempted to "pose the main problems which would arise in seeking full employment, to assess their dimensions, suggest the principal elements in a broad strategy by which full employment might be pursued, to examine some of the major obstacles which lie in the way of its achievement and generally to state the choices which all sections of the community must face and make". It interpreted full employment as meaning "the creation of sufficient new jobs on average each year to ensure that no one who is actively seeking work in Ireland and prepared to accept it at the terms currently being offered is unable to find it within a reasonable period".

The Government accepted this Report as a frame of reference both for the long term and in drawing up the main objectives of its Third Programme for Economic and Social Development, which was conceived as a step on the road to the goal of full employment.

Paragraph 2. It is the policy of the Government to encourage, attract and stimulate industrial development in every possible way, principally by creating and maintaining conditions in which private enterprise will be encouraged to embark on new activities. Generous incentives have been made available to promote industrial expansion. The Industrial Development Authority is being strengthened. The development of industrial estates with factory premises available at reduced rents is expected to attract new industries to Ireland.

Between June 1967 and June 1969, the estimated number of persons engaged in industries producing transportable goods rose from 187,700 to 201,200. During the same period, the percentage of unemployed persons (excluding agriculture, fishing and private domestic service) varied between 7.8 (February 1968 and February 1969) and 5.6 (June 1969).

A programme initiated early in 1967 aimed at stimulating the growth of small industries by providing a wide range of services. Indications are that this programme will make a valuable contribution, especially in areas in which employment is badly needed.

Efforts being made to raise labour productivity include technical assistance grants to promote efficiency in industry and distribution, the placement by the national manpower service of workers in jobs best suited to their ability and preferences, industrial training and the elimination of restrictive practices. Government assistance to management in improving productivity is provided through its support for the Irish National Productivity Committee.

There are no statutory restrictions on the freedom of choice of employment. The effective freedom of choice depends on the opportunities which are available to the worker, and the active manpower policy being implemented by the Department of Labour is designed to widen these opportunities. The measures adopted for this purpose include industrial training and retraining, which is the responsibility of the Industrial Training Authority; the operation of a national manpower service, which is at present undergoing a major reorganisation; the provision of information on careers and job opportunities through the Careers Information Section of the Department of Labour; redundancy payments and resettlement allowances schemes designed to promote and facilitate occupational and geographical mobility of labour; and manpower forecasting, for which a special unit was set up in March 1968.

Article 1, paragraph 3. The broad aim of government policy is to develop the national economy and to secure full employment at adequate wages, with price stability and equilibrium in the balance of payments.

The Government considers that the best hopes of job creation lie in increased industrialisation and an expansion of tourism, which are likely to lead to corresponding increases in employment in the services sector.

Article 2. All the organs of the administration are fully conscious of the need to have regard to the effect on employment of any decisions which are being taken. See also under Article 3 below.

Article 3. Employers and workers are represented on the National Manpower Advisory Committee and on other bodies engaged in the examination of particular aspects of manpower policy. They will also be represented on the advisory committees which are to be established for the national manpower service.

Employment policy questions are also examined by the National Industrial Economic Council, on which employers and workers are represented. Reports published by the Council include the Report on Full Employment and two reports on manpower policy. Discussions involving employment policy issues are held with industry and trade unions in connection with the review of the implementation of medium-term economic and social programmes and the annual reviews of industrial performance.

The application of employment policy is the responsibility of the Government, particularly the Departments of Labour, Transport and Power, Agriculture and Fisheries, Industry and Commerce and Finance.

NETHERLANDS

Article 1 of the Convention. The creation and maintenance of full employment has been a central objective of the socio-economic policy of the Government since the policy was first formulated in 1956, and it is given special consideration in the national budgets.

The Ministry of Social Affairs and Public Health has as a major objective (as stated in the Explanatory Memorandum to the 1965 Budget) "the fullest possible absorption of the population into the production process", to which end the Minister may stimulate "all measures and activities geared to creating the greatest possible number of employment opportunities" within his competence, taking into account the composition of the labour force, employment levels and expected future trends as well as considerations bearing on the need for making employment as productive as possible.

Freedom of choice of occupation is a long-established and frequently reaffirmed basic personal right of the individual. Vocational guidance is provided to promote freedom of choice and to help both young people and older workers to choose a suitable occupation. Further, opportunities are provided for adults who are obviously working below their capacities to be retrained for a higher level of employment.

Measures designed to promote full employment include the development of new employment opportunities in areas where such opportunities are inadequate; the execution of public works subsidised by the Government; and the creation of special forms of adapted employment for handicapped and older workers who are not suitable for absorption into the normal production force.

With a view to raising productivity, measures have been taken to promote the mobility of workers, both occupational and geographical. A permanent committee has been attached to the Socio-Economic Council to study questions of productivity in the light of manpower shortages, the need for accelerated technological improvements and better training and organisation. Industry has contributed to increased productivity by accelerating mechanisation, intensifying personnel training and introducing more efficient forms of organisation.

Access to vocational training and to freely chosen employment are available to all, and in this respect no account is taken of race, colour, sex, religion, political views or social origin. Aliens from outside the European Economic Community are given work permits for jobs for which Dutch nationals are not available.

Current unemployment is low and has affected mainly older workers and persons of reduced employability; in most sectors there is a shortage of manpower.

Article 2. The realisation of the Government's policy of promoting economic growth while maintaining a high level of employment and the greatest possible degree of social security requires that supply and demand on the labour market should be balanced, both qualitatively and quantitatively. To this end, the Manpower Department of the Ministry of Social Affairs and Public Health undertakes programmes in the fields of vocational guidance and training, worker mobility, productivity and technological developments.

Article 3. The most important advisory body for labour market policy is the Council for the Labour Market, established by Government Decree of 14 February 1969. It is attached as a committee to the Socio-Economic Council. Both councils are tripartite. Committees are also attached to the Council for the Labour Market. As a rule, these committees, which are also tripartite, cover a specific sector of the labour market or a specific category of worker. These advisory bodies may advise the Government on their own initiative or on request. There is also an Inter-Ministerial Committee for the Labour Market, composed of representatives of the ministries concerned. Workers and employers are also represented on district and local employment office advisory committees.

The application of labour market policy is primarily the responsibility of the Manpower Department of the Ministry for Social Affairs and Public Health. Vocational training is primarily the responsibility of the Ministry of Education and Sciences. The promotion of the growth of employment opportunities is the responsibility of the Ministry of Economic Affairs.

Surinam

The Surinam Government does not object to the approval and application of this Convention.

PERU

Agrarian Reform Act No. 17716 of 24 June 1969.

Legislative Decree No. 17752 of 24 June 1969 on the use of water resources.

Legislative Decree No. 18225 regulating the mining industry.

General Industries Act No. 18350 of 27 June 1970.

Industrial Community Act No. 18384 of 1 September 1970.

Article 1 of the Convention. The economic and social policy of the Government seeks to stimulate economic growth and development, to raise the standard of living, to satisfy manpower requirements and to resolve the problem of employment and underemployment. Structural reforms in sectors such as mining, agriculture, education, etc. are necessary to achieve these aims.

The steps taken so far in this direction include the nationalisation of certain key industries, agrarian reform which has led to the resettlement of 28,246 workers and an increase in production, and new legislation on the use of water resources, on the mining industry and on industry and industrial organisation generally.

To achieve the objectives of the Convention, a plan of action for employment policy has been included in the Labour Report of the Minister of Labour and in the Economic Plan for 1970. It is based on the right of every Peruvian of working age to be provided with productive and freely chosen employment. In 1969 the Ministry of Labour conducted a survey of the employment situation to provide a basis for the policy and organisation of the Ministry. In the Economic Plan for 1970, the Government has adopted the measures necessary for the absorption of the new manpower becoming available annually and has initiated the process of reducing unemployment and underemployment in accordance with the proposals of the Ministry of Labour for the medium-term plan.

It is proposed to create a general division for out-of-school vocational training within the Ministry of Labour, which will be responsible for co-ordinating such training policies with the Ministry of Education and for planning training to correspond with the needs in human resources.

The Government this year hopes to strengthen co-ordination between the Ministry of Labour, the Ministry of Education, the National Planning Institute, the National Council of the University of Peru, the Employment and Human Resources Service and the vocational training institutions. These include the Ministry of Labour's National Apprenticeship and Industrial Work Service, which is responsible for apprenticeship and workers' education and training generally, and the Peruvian Institute for the Indigenous Population, which has a comprehensive vocational training structure, including training centres and mobile units. A recent educational reform has introduced a new educational system designed to educate for development and work. It will be extended to the entire population.

The Employment and Human Resources Service is responsible for organising the employment market, studying the present and future needs in human resources and preparing policy in this field. It is run by a tripartite managing council.

Article 2. The objectives of Peru's employment policy are in the short term to reduce open unemployment to its 1961 level (2.8 per cent) and underemployment to 3.5 per cent, while laying the foundations for medium-term action. In the medium term, it is designed to provide a greater increase in employment opportunities so as to reduce underemployment. New jobs will be created in the productive sectors, particularly in agriculture.

Article 3. In formulating and implementing its employment policy, the Government takes account of the suggestions and opinions put forward by the persons affected and by organisations representative of the private sector. The Minister of Labour had a meeting with the private sector in March 1970 at which the Government's employment policy was thoroughly discussed.

UNITED KINGDOM

Antigua

Article 1 of the Convention. The Government's long-term policy of economic development is to direct all available resources to the provision of the infrastructure necessary to develop the territory's tourist potential. This in turn will create a demand for goods, services and foodstuffs which will stimulate the development of complementary industries and the expansion of agriculture. A hotel and catering school has been established to train local residents for the tourist industry. The growing number of workers required for the building of hotels and factories are trained through the Government Mechanical Workshop. Two agricultural enterprises which became bankrupt were purchased by the Government to ensure continued employment to the workers affected.

To counteract the seasonal nature of agriculture and tourism, the Government is attempting to attract labour-intensive industries which operate all the year round, and to provide irrigation during droughts through the erection of desalting plants.

Article 2. In its five-year development plans, the Government places high priority on labour-intensive projects designed to enhance employment. It also subsidises and generally encourages the fishing industry. Its education policy is geared to provide training in the basic skills which are required by the expanding industrial sector of the economy.

Article 3. The principal employers' and workers' organisations influence employment policy in a positive way. A standing advisory council reviews and initiates the development plans.

British Virgin Islands

At the present stage of development, no precise application of the individual requirements of the Convention would be practicable. It is government policy to seek to ensure that every child has a secondary education which fits him for a future career. To this end, the educational system is being expanded and private enterprise is being encouraged to play a role in the education and training of the manpower of the territory.

Grenada

Hotels Aid Ordinance, Cap. 139.

Aid to Pioneer Industries Ordinance, Cap. 219.

Development Incentives Ordinance, No. 20 of 1964.

The lack of natural and financial resources restricts government action to ease the unemployment situation. The Government's awareness of the problem, and its attempts to offset it, are however reflected each year in the budget address. In 1968, for example, the Minister of Finance referred to the need to channel private saving into projects which generate income-earning opportunities. The Government also provides technical assistance and incentives to agriculture, fishing and cottage industries with a view to employment creation. These measures include loans to farmers at low interest rates, cheap fertilizers and duty-free concessions to fishermen. To encourage the establishment of industries, special benefits are granted under the above-listed legislation.

There is freedom of choice of employment and free primary education. Secondary and vocational education is subsidised by the Government, and free secondary and post-secondary education is provided, on the basis of the territory's needs, to those who qualify in a yearly competitive examination. Evening classes are provided for adults and vocational and technical schools have been set up in the fields where skilled personnel is short.

St. Lucia

The Government is progressively developing broad systems of education, vocational training and apprenticeship, with increasing emphasis on technical and vocational education, in order to provide the necessary skills to sustain growth.

USSR

Constitution of the USSR and Constitutions of the federated and autonomous republics of the Union.

Labour Code of the RSFSR, dated 1 May 1936 (consolidated text in LS 1936-Russ. 1) and Labour Codes of the other republics of the USSR.

Statute of the Gosplan, approved by a Decision of the Council of Ministers of the USSR, dated 9 September 1968.

Statute of the RSFSR State Committee on Utilisation of Manpower Resources, approved by a Decision of the Council of Ministers of the RSFSR dated 27 May 1967, and Statutes of analogous committees of the other republics of the USSR.

Statute of the USSR State Committee on Vocational and Technical Education, approved by a Decision of the Council of Ministers of the USSR dated 11 January 1960.

Regulations governing the allocation of young specialists finishing their studies at higher and specialised secondary educational establishments, approved by Order No. 220 of the Minister of Higher and Specialised Secondary Education of the USSR dated 18 March 1968 (Byulletin Ministerstva Vysshego i Srednego Spetsialnogo Obrazovaniya SSR, June 1968, No. 6, p. 2).

Regulations governing post-graduate studies in higher educational establishments and scientific and research institutions, approved by an Order of the Minister of Higher and Specialised Secondary Education of the USSR dated 31 July 1962, with amendments based on the Minister's Order of 5 June 1968.

Decision of the Council of Ministers of the RSFSR dated 22 August 1961, on measures to improve the placement of the disabled in the RSFSR.

The right to work and provisions safeguarding this right are enshrined in the Constitution of the USSR. Article 118 of the Constitution provides that "citizens of the USSR have the right to work, that is, the right to guaranteed employment and payment for their work in accordance with its quality and quantity. The right to work is ensured by the socialist organisation of the national economy, the steady growth of the productive forces of Soviet society, the elimination of the possibility of economic crises, and the abolition of unemployment".

In conditions of full employment and ever-increasing demand for manpower, the principal task of state policy in the field of employment is to ensure the fullest and most rational utilisation of available manpower resources, that, the creation of the conditions under which everyone's work should be as productive as possible. This is achieved by means of a plan for the training, distribution and utilisation of manpower, which is an integral part of the general economic plan.

All forms of education and training are free, and recruitment is based on the principle of free choice so that each citizen may choose a job in accordance with his capacity, desire, skill and speciality.

On the basis of the long-term and current development plans for the national economy, the planning bodies of the USSR and of the Union republics work out long-term and annual forecasts of manpower resources, estimate manpower requirements and identify the sources from which these requirements can be met, whether locally or by recruitment in other areas.

State policy in the field of employment and distribution of manpower is implemented through a whole system of organisational and social-economic measures concerning in particular the distribution of capital investments; the training and distribution of skilled manpower; organised recruitment of workers for industry and construction; voluntary resettlement of workers in new regions; the assignment of jobs to young specialists after their graduation from educational establishments; supplementary advantages for workers in certain industries and regions; and assistance to categories of workers who need help in obtaining employment.

In order to meet the new requirements arising out of technical progress, the vocational and technical training programmes are under constant review and include provision for systematic retraining and further training of workers and specialists, both on the job and in courses financed by the State and the employing enterprises.

Employment policy fully respects the principle of equality of rights of citizens in all fields of life, including the field of work.

Convention No. 123: Minimum Age
(Underground Work), 1965

CZECHOSLOVAKIA

Labour Code of 16 June 1965 (LS 1965-Cz. 1A).

Mines Act of 5 July 1957 (Sbírka Zákonů (S.Z.), 24 July 1957).

Act of 29 June 1967 to establish People's Control Committees (S.Z., 13 July 1967, Text 69), as amended by the Act of 25 June 1968.

Article 1 of the Convention. National legislation does not define the term "mine". However, section 167, subsection 1 of the Labour Code refers to "work underground in the extraction of minerals or the driving of tunnels or galleries". This wording covers the "extraction of any substance from under the surface of the earth by means involving the employment of persons underground" in "mines" and "quarries".

Article 2. Section 167, subsection 1 of the Labour Code provides that "no young person shall be employed on work underground in the extraction of minerals or the driving of tunnels or galleries"; however, "this prohibition shall not apply to youths over 16 years of age, if such work is essential to their vocational training". Section 274, subsection 2 of the Labour Code provides that the expression "young worker" means a worker under 18 years of age.

Article 4. The Czech and Slovak Ministries of Industry supervise the application of the legislation and administrative regulations and may issue binding instructions to enterprises to eliminate any irregularities found. The Czech and Slovak Mining Offices supervising the application of the mining legislation take the provisions of the Labour Code into account. In addition, the activity of Socialist enterprises is supervised by the organs of the Central People's Control Commission pursuant to the provisions of Act No. 70/1967. The works councils of the Czechoslovak Trade Union Revolutionary Movement supervise the application of the labour legislation and the recruitment of new workers.

The district National Committees may punish non-compliance with the labour legislation by a fine of 100,000 crowns (increased to 500,000 crowns, in case of repeated breaches).

The Socialist enterprises keep lists of all workers who are employed in the enterprise, including the date of birth of the worker, date of commencing work and workplace. Lists of apprentices are kept separately. The enterprises must periodically submit a report on all newly-established employment relationships to the works councils, so as to enable these to supervise the recruitment of new workers and to check their gradings and wage groups.

In Czechoslovakia, only adult persons may be employed in work underground. Younger persons, i.e. youths between 16 and 18 years old, may be employed underground only as apprentice miners.

Article 5. In pursuance of section 23, subsection 2 of the Labour Code, Bills and other draft legislation affecting major interests of the workers are submitted by the central authorities of the Federation and of the national republics to the respective trade union organs for their opinion.

Convention No. 125: Fishermen's
Competency Certificates, 1966

SENEGAL

Merchant Marine Code, Act No. 62-32 of 22 March 1962 (Journal officiel, 14 May 1962, Extraordinary) (LS 1962-Sen. 1), and the decrees for its application.

Article 2 of the Convention. Under section 6 of Decree No. 62-402 of 21 September 1962, inshore fishing is engaged in by vessels of less than 25 tons.

Article 4. The nature of competency certificates and diplomas for the merchant marine and the conditions in which they may be awarded

are specified in Administrative Decree No. 66-792 of 20 October 1966. The qualifications required for the various certificates or diplomas, including those for fishing, are to be specified by an inter-ministerial order now in preparation.

Article 5. Administrative Decree No. 66-792 of 20 October 1966 lays down the competency certificate that the various categories of officers are required to hold. This decree is at present being revised.

Article 6. The minimum age for the issue of a competency certificate is in practice not less than 24 years.

Article 8. Generally speaking, five years' actual sea service are required for the issue of a skipper's certificate and 18 months for a mate's certificate.

Article 10. Use has not been made of this faculty, since the vocational training courses are still too theoretical and do not preclude the necessity for practical training at sea.

Article 11. A training course leading to the obtaining of skippers' and mates' competency certificates is due to begin shortly.

Article 15. The Merchant Marine Code prescribes penalties for the cases provided for in the Convention.

The supervision of the application of the national legislation is entrusted to the Inspector of Maritime Navigation and Employment and the Administrator of Maritime Affairs.

Convention No. 126: Accommodation of
Crews (Fishermen), 1966

SPAIN

Order of 17 August 1970 approving the Regulations concerning Crew Accommodation on Board Fishing Vessels (Boletín Oficial del Estado, No. 207, 29 August 1970).

The regulations mentioned above have been drafted entirely on the basis of the Convention.

COMMUNICATION OF COPIES OF REPORTS TO THE REPRESENTATIVE ORGANISATIONS
(Article 23, Paragraph 2, of the Constitution)

STATES

The Governments of the following countries have indicated the employers' and workers' organisations to which copies of their reports have been communicated: Algeria, Argentina, Australia, Austria, Brazil, Cameroon, Canada, Central African Republic, Ceylon, China, Colombia, Congo (Kinshasa), Costa Rica, Cyprus, Dahomey, Ecuador, El Salvador, Finland, France, Gabon, Federal Republic of Germany, Ghana, Greece, India, Indonesia, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Kenya, Kuwait, Luxembourg, Malagasy Republic, Malawi, Malta, Mauritania, Mexico, Morocco, Netherlands, New Zealand, Niger, Nigeria, Norway, Peru, Sierra Leone, Sweden, Switzerland, Syrian Arab Republic, Tunisia, Turkey, Uganda, United Kingdom, United States, Venezuela.

The Government of Spain has stated that copies of its reports have been communicated to the National Organisation of Spanish Trade Unions.

The Government of Cuba has stated that copies of its reports have been communicated to the Cuban Workers' Union and to the managements of industrial undertakings.

The Governments of the following countries have stated that copies of their reports have been communicated to the Central Council of Trade Unions: Bulgaria, Czechoslovakia, Poland.

NON-METROPOLITAN TERRITORIES

The information supplied in this connection is summarised below.

Australia. Copies of the reports have been communicated to the organisations in Australia.

France. Copies of the reports relating to the overseas departments (French Guiana, Guadeloupe, Martinique, Réunion) have been communicated to the local employers' and workers' organisations.

Netherlands. Copies of the reports relating to Surinam have been communicated to the local employers' and workers' organisations.

New Zealand. Copies of the reports have been communicated to the organisations in New Zealand. The reports relating to Niue and the Tokelau Islands have also been communicated to the organisations in New Zealand.

COMMUNICATION OF REPORTS TO REPRESENTATIVE ORGANISATIONS

United Kingdom. Copies of the reports have been communicated to the representative employers' and workers' organisations in the following territories: Bermuda, British Honduras, St. Lucia.

Copies of the reports relating to Gibraltar have been communicated to the Labour Advisory Board in this territory.

In the absence of representative employers' organisations copies of the reports have been communicated only to the workers' organisations in St. Helena.

The reports from the British Virgin Islands state that at present there are no representative employers' or workers' organisations.

In addition, copies of all reports supplied in respect of non-metropolitan territories have been communicated to the British Employers' Confederation and to the Trades Union Congress.

United States. Copies of the reports have been communicated to the organisations in the United States.

LIST OF REPORTS CONTAINING INFORMATION WHICH
HAS NOT BEEN SUMMARISED

- A. Reports containing information on important changes in the implementation of Conventions, or information supplied in reply to Observations or Direct Requests made by the Committee of Experts.
- B. Reports containing information on the practical effect given to Conventions, or on minor changes in their implementation.
- C. Reports merely repeating or referring to the information previously supplied.

Country	A Conventions	B Conventions	C Conventions
Afghanistan	13	4, 14, 41, 106	45, 95
Algeria	3, 32, 69	18, 56, 68, 71, 73, 74, 92, 99	11, 58, 87, 96, 98
Argentina	3, 8, 9, 33, 35, 36, 42, 87, 88, 95, 98	1, 14, 17, 20, 26, 30, 32, 50, 68, 100	5, 7, 11, 13, 15, 21, 27, 45, 58
Australia	-	9, 27, 45, 88	7, 8, 11, 15, 21
New Guinea	-	-	7, 8, 9, 11, 15, 21, 26, 27, 45
Norfolk Island	-	21	7, 8, 9, 11, 15, 26, 27, 45
Papua	-	-	7, 8, 9, 11, 15, 21, 26, 27, 45
Austria	100	5, 99	13, 45
Belgium	-	8	-
Brazil	5, 81, 91, 97, 98, 103, 108	14, 26, 99, 100, 106, 107	7, 11, 21, 45, 58, 111
Bulgaria	3, 7, 11, 30, 32, 87, 98, 111	1, 8, 14, 26, 27, 35, 36, 37, 38, 39, 40, 43, 49, 62, 100, 106	9, 15, 20, 21, 58, 59, 60, 68, 112
Burma	87	17	52
Cameroon	87	-	-
Canada	1, 14, 108, 111	26, 32, 45	7, 8, 15, 27, 58, 68
Central African Republic	13	62	5, 29
Ceylon	8, 18	5, 99	7, 11, 15, 45, 58

INFORMATION NOT SUMMARISED

Country	A Conventions	B Conventions	C Conventions
Chile	3	-	-
China	14, 19, 26, 32, 95, 98	-	7, 11, 15, 27, 45, 58, 59, 112
Colombia	3, 8, 9, 12, 13, 18, 23, 24, 25, 26, 105	1, 100	5, 7, 11, 14, 15, 20, 21
Congo (Kinshasa)	64	-	14
Costa Rica	87	99, 106, 112	11, 45, 100
Cuba	91, 111	14, 32, 110	1, 3, 5, 7, 8, 9, 13, 15, 20, 22, 26, 30, 45, 58, 59, 60, 97, 99, 100, 103, 107
Cyprus	87, 98, 122	106	11, 15, 45, 97
Czechoslovakia	11, 13, 35, 36, 37, 38, 39, 40, 98	1, 26	5, 14, 21, 27, 43, 45, 49, 99, 100, 111
Dahomey	11, 87, 111	26	5, 13, 14, 33
Dominican Republic	111	-	-
Ecuador	24	100	105
El Salvador	104	12, 107	105
Finland	30, 32, 62	7, 13, 14, 20, 45	15, 27
France	9, 87, 91, 100, 108	14, 62	5, 8, 11, 13, 15, 33, 43, 45, 49, 58, 68, 98, 112
<u>Overseas</u> <u>Departments:</u>			
French Guiana	87, 91	14, 62	5, 8, 9, 11, 13, 15, 33, 43, 45, 49, 58, 68, 98, 100, 108, 112
Guadeloupe	87, 91	14, 62	5, 8, 9, 11, 13, 15, 33, 43, 45, 49, 58, 68, 98, 100, 108, 112
Martinique	87, 91	14, 62	5, 8, 9, 11, 13, 15, 33, 43, 45, 49, 58, 68, 98, 100, 108, 112

INFORMATION NOT SUMMARISED

Country	A Conventions	B Conventions	C Conventions
Réunion	87, 91	14, 62	5, 8, 9, 11, 13, 15, 33, 43, 45, 49, 58, 68, 84, 98, 100, 108, 112
Gabon	111	29, 87	52, 101
Federal Republic of Germany	3, 9, 11, 62, 87, 98, 100, 111	8, 26, 97, 99, 102	7, 15, 27, 45, 112
Ghana	117	-	-
Greece	3, 5, 98, 102, 108	7, 9, 13, 14, 45	8, 11, 15, 27, 58, 95
Guyana	50, 64, 87, 108	26, 97, 98	5, 7, 11, 15, 45, 86
Haiti	24, 25, 42, 81, 98	1, 29, 30, 45, 90, 105	5, 107
India	1, 27, 107	14, 26, 32, 88	5, 11, 15, 21, 45
Indonesia	100	45, 98	27
Iran	108, 111	-	-
Iraq	15, 26, 27, 58, 98, 111	-	8, 100
Ireland	-	5, 14, 20, 21, 26, 28, 45, 108	7, 8, 11, 15, 27, 43, 49, 68
Israel	111	-	-
Italy	3, 87, 108	8, 9, 14, 32	7, 11, 13, 15, 27, 45, 58, 59, 68, 98
Jamaica	98	105	11, 15, 58
Japan	87, 100	5, 7, 8, 9, 15, 21, 45, 58	27, 50, 98
Kenya	64	5, 14, 50, 86	15, 58, 59, 98
Kuwait	87, 111	-	1, 30
Luxembourg	5	1, 14, 20, 28	11, 13, 27, 45
Malagasy Rep.	13, 29, 87, 100, 122	5	11, 26, 123
Malawi	86, 97, 98, 100, 111	64	11, 26, 45, 50, 99, 107
Malta	5, 108	26, 32, 35, 36	7, 8, 11, 15, 87, 98
Isl. Rep. of Mauritania	53, 62, 111	-	11, 13, 14, 15, 26, 58, 112
Mexico	8, 9, 26, 32, 43, 49, 99	14	11, 21, 27, 30, 45, 58, 100, 112

INFORMATION NOT SUMMARISED

Country	A Conventions	B Conventions	C Conventions
Morocco	13	14	11, 15, 26, 27, 45, 98, 99, 111
Netherlands	5, 26, 32, 33	8, 9, 14, 21, 45, 62, 97, 112	11, 13, 15, 27, 58, 68, 87
Surinam	13, 29	-	11, 27
New Zealand	26, 45, 53, 122	1, 9, 12, 14, 30, 32, 44, 47, 59, 64, 81, 99	11, 15, 21, 49, 50, 58, 97
Niue	-	-	1, 9, 11, 14, 15, 21, 26, 30, 32, 45, 47, 49, 50, 58, 59, 64, 84, 97, 99, 122
Tokelau Islands	-	59, 64	1, 9, 11, 14, 15, 21, 26, 30, 32, 45, 47, 49, 50, 58, 84, 97, 99, 122
Niger	13, 100, 111	26	5, 11, 14, 33, 87, 98
Nigeria	87	8, 32	11, 15, 26, 45, 50, 58, 59, 64, 97, 98
Norway	32	7, 8, 13, 14, 15, 26, 30, 43, 49, 58, 68	5, 21, 27, 59, 112
Pakistan	87, 96, 98, 106, 111	32	11, 14, 15, 21, 59, 107
Peru	1, 12, 24, 25, 26, 35, 36, 37, 38, 39, 40, 44, 55, 56, 73, 81, 87, 88, 98, 100, 102, 105, 107	9, 20, 58, 67, 99, 112	10, 11, 14, 19, 45, 113
Philippines	87, 99	88, 90, 100	98
Poland	112	5, 14, 45	11, 87, 98, 100
Sierra Leone	29, 111	15, 19, 22, 26, 32, 88, 99, 101	5, 7, 8, 45, 50, 58, 59, 64, 86, 87, 94, 98
Spain	13, 42, 97, 100, 103, 111, 112	14, 32, 62, 123	1, 3, 5, 7, 8, 9, 11, 15, 20, 26, 27, 30, 45
Sweden	-	9, 14, 20, 27, 100, 111, 119, 120, 122	11, 13, 87, 98

INFORMATION NOT SUMMARISED

Country	A Conventions	B Conventions	C Conventions
Switzerland	62, 120	88	5, 8, 11, 15, 26, 27, 45, 58, 123
Syrian Arab Rep.	87, 107	120	-
Togo	-	14	5, 11, 13, 26, 33, 87
Tunisia	13, 87, 98, 108	6, 26, 62, 99, 106	11, 14, 45, 107, 123
Uganda	64, 86	-	5, 11, 26, 45, 50, 123
Ukraine	11, 87, 98	52, 100, 103	29, 45, 47, 58, 59, 60, 111, 112
United Kingdom	45, 87, 97, 98, 108	5, 26, 32, 35, 36, 37, 38, 39, 40, 68, 99, 120	7, 8, 11, 15
Bermuda	-	-	5, 7, 8, 11, 15, 26, 32, 37, 38, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 120
British Honduras	97	26, 84, 99, 102	5, 7, 8, 11, 15, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 86, 87, 98, 120, 122
British Virgin Islands	-	-	7, 11, 15, 32, 35, 37, 38, 39, 40, 50, 64, 68, 84, 86, 97, 98, 99, 102
Falkland Islands (Malvinas)	-	-	32, 122
Gibraltar	122	32, 102	5, 7, 8, 11, 15, 26, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 120
Guernsey	-	-	124
St. Helena	108	-	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 120, 122

INFORMATION NOT SUMMARISED

Country	A Conventions	B Conventions	C Conventions
St. Lucia	99	35, 36, 37, 38, 98, 102	5, 7, 8, 11, 15, 32, 45, 50, 68, 84, 86, 87, 97
Seychelles	64, 99, 122	-	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 68, 84, 86, 97, 102
United States	-	58	-
American Samoa	-	58	-
Guam	-	58	-
Puerto Rico	-	58	-
Trust. Terr. of Pacific Islands	-	-	58
Virgin Islands	-	58	-
Venezuela	3, 13, 22, 29, 88, 105	2, 5, 6, 14, 26, 41, 45	7, 19, 21, 27
Viet-Nam	98, 111	88	5, 13, 14, 27
Yugoslavia	-	-	87
<u>Non-member States:</u>			
Botswana	11, 26, 64, 87	14, 62, 86	5, 29, 45, 50
Nauru	-	-	27

TABLES OF RATIFICATIONS OF CONVENTIONS

EXPLANATORY NOTES

(B) = Convention denounced, or Part no longer applicable, in conjunction with the ratification of a revised Convention, or the acceptance of the relevant Part thereof.

(C) = Conditional ratification.

(D) = Convention Denounced.

CONVENTION NO	1. HOURS OF WORK (INDUSTRY), 1919	
	DATE OF ENTRY INTO FORCE	13. 6.21
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	30.11.33	
AUSTRIA	12. 6.24	(C)
BELGIUM	6. 9.26	
BULGARIA	14. 2.22	
BURMA	14. 7.21	
CANADA	21. 3.35	
CHILE	15. 9.25	
COLOMBIA	20. 6.33	
CUBA	20. 9.34	
CZECHOSLOVAKIA	24. 8.21	
DOMINICAN REPUBLIC	4. 2.33	
FRANCE	2. 6.27	(C)
GREECE	19.11.20	
HAITI	31. 3.52	
INDIA	14. 7.21	
IRAQ	24. 8.65	
ISRAEL	26. 6.51	
ITALY	6.10.24	(C)
KUWAIT	21. 9.61	
LUXEMBOURG	16. 4.28	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
PAKISTAN	14. 7.21	

CONVENTION NO 1. HOURS OF WORK (INDUSTRY), 1919
DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
PARAGUAY	21. 3.66	
PERU	8.11.45	
PORTUGAL	3. 7.28	
RUMANIA	13. 6.21	
SPAIN	22. 2.29	
SYRIAN ARAB REPUBLIC	10. 5.60	
UNITED ARAB REPUBLIC	10. 5.60	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	

CONVENTION NO 2. UNEMPLOYMENT, 1919
DATE OF ENTRY INTO FORCE 14. 7.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	30.11.33	
AUSTRIA	12. 6.24	
BELGIUM	25. 8.30	
BULGARIA	14. 2.22	(D)
BURMA	14. 7.21	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHILE	31. 5.33	
COLOMBIA	20. 6.33	
CYPRUS	8.10.65	
DENMARK	13.10.21	
ECUADOR	5. 2.62	
ETHIOPIA	11. 6.66	
FINLAND	19.10.21	
FRANCE	25. 8.25	
FEDERAL REPUBLIC OF GERMANY	6. 6.25	
GREECE	19.11.20	

CONVENTION NO	2. UNEMPLOYMENT, 1919	
	DATE OF ENTRY INTO FORCE	14. 7.21
COUNTRIES	DATE OF RATIFICATION	NOTES
GUYANA	8. 6.66	
HUNGARY	1. 3.28	
ICELAND	17. 2.58	
INDIA	14. 7.21	(D)
IRELAND	4. 9.25	
ITALY	10. 4.23	
JAPAN	23.11.22	
KENYA	13. 1.64	
LUXEMBOURG	16. 4.28	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MOROCCO	14.10.60	
NETHERLANDS	6. 2.32	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NORWAY	23.11.21	
POLAND	21. 6.24	
ROMANIA	13. 6.21	
REPUBLIC OF SOUTH AFRICA	20. 2.24	
SPAIN	4. 7.23	
SUDAN	18. 6.57	
SWEDEN	27. 9.21	
SWITZERLAND	9.10.22	
SYRIAN ARAB REPUBLIC	26. 7.60	
TURKEY	14. 7.50	
UNITED ARAB REPUBLIC	3. 7.54	
UNITED KINGDOM	14. 7.21	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	
YUGOSLAVIA	1. 4.27	

CONVENTION NO 3. MATERNITY PROTECTION, 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	30.11.33	
BRAZIL	26. 4.34	(B)
BULGARIA	14. 2.22	
CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHILE	15. 9.25	
COLOMBIA	20. 6.33	
CUBA	6. 8.28	
FRANCE	16.12.50	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	31.10.27	
GREECE	19.11.20	
REPUBLIC OF GUINEA	12.12.66	
HUNGARY	19. 4.28	
ITALY	22.10.52	
IVORY COAST	5. 5.61	
LUXEMBOURG	16. 4.28	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
NICARAGUA	12. 4.34	
PANAMA	3. 6.58	
RUMANIA	13. 6.21	
SPAIN	4. 7.23	
UPPER VOLTA	30. 6.69	
URUGUAY	6. 6.33	(B)
VENEZUELA	20.11.44	
YUGOSLAVIA	1. 4.27	

CONVENTION NO 4. NIGHT WORK (WOMEN), 1919

	DATE OF ENTRY INTO FORCE	13. 6.21
COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	12. 6.39	
ALBANIA	17. 3.32	(D)
ARGENTINA	30.11.33	
AUSTRIA	12. 6.24	
BELGIUM	12. 7.24	(B)
BRAZIL	26. 4.34	(B)
BULGARIA	14. 2.22	(D)
BURMA	14. 7.21	(D)
BURUNDI	11. 3.63	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CEYLON	8.10.51	(B)
CHAD	10.11.60	
CHILE	8.10.31	
COLOMBIA	20. 6.33	
CONGO (BRAZZAVILLE)	10.11.60	
CONGO (KINSHASA)	20. 9.60	
CUBA	6. 8.28	
CZECHOSLOVAKIA	24. 8.21	(B)
DAHOMEY	12.12.60	
FRANCE	14. 5.25	(B)
GABON	14.10.60	
GREECE	19.11.20	(B)
REPUBLIC OF GUINEA	21. 1.59	(B)
HUNGARY	19. 4.28	(B)
INDIA	14. 7.21	

CONVENTION NO 4. NIGHT WORK (WOMEN), 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
IRELAND	4. 9.25	(8)
ITALY	10. 4.23	
IVORY COAST	21.11.60	
KHMER REPUBLIC	24. 2.69	
LAOS	23. 1.64	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	(8)
MOROCCO	13. 6.56	
NETHERLANDS	4. 9.22	(8)
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
PAKISTAN	14. 7.21	
PERU	8.11.45	
PORTUGAL	10. 5.32	
RUMANIA	13. 6.21	(8)
RWANDA	18. 9.62	
SENEGAL	4.11.60	
REPUBLIC OF SOUTH AFRICA	1.11.21	(8)
SPAIN	29. 9.32	
SWITZERLAND	9.10.22	(8)
TOGO	7. 6.60	
TUNISIA	15. 5.57	
UNITED KINGDOM	14. 7.21	(8)
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	(8)
VENEZUELA	7. 3.33	(8)
VIET-NAM	6. 6.53	(8)
YUGOSLAVIA	1. 4.27	(8)

CONVENTION NO 5. MINIMUM AGE (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	17. 3.32	
ARGENTINA	30.11.33	
AUSTRIA	26. 2.36	
BARBADOS	8. 5.67	
BELGIUM	12. 7.24	
BOLIVIA	19. 7.54	
BRAZIL	26. 4.34	
BULGARIA	14. 2.22	(B)
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CEYLON	27. 9.51	
CHAD	10.11.60	
CHILE	15. 9.25	
COLOMBIA	20. 6.33	
CONGO (BRAZZAVILLE)	10.11.60	
CUBA	6. 8.28	
CZECHOSLOVAKIA	24. 8.21	
DAHOMEY	12.12.60	
DENMARK	4. 1.23	
DOMINICAN REPUBLIC	4. 2.33	
FRANCE	29. 4.39	
GABON	14.10.60	
GREECE	19.11.20	
REPUBLIC OF GUINEA	21. 1.59	
GUYANA	8. 6.66	
HAITI	12. 4.57	

CONVENTION NO 5. MINIMUM AGE (INDUSTRY), 1919
DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
INDIA	9. 9.55	
IRELAND	4. 9.25	
ISRAEL	23.12.53	
IVORY COAST	21.11.60	
JAPAN	7. 8.26	
KENYA	13. 1.64	
LESOTHO	31.10.66	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MAURITIUS	2.12.69	
NETHERLANDS	21. 7.28	
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NORWAY	7. 7.37	
POLAND	21. 6.24	
RUMANTA	13. 6.21	
SENEGAL	4.11.60	
SIERRA LEONE	15. 6.61	
SINGAPORE	25.10.65	
SPAIN	29. 9.32	
SWITZERLAND	9.10.22	
TANZANIA		
ZANZIBAR	22. 6.64	
TOGO	7. 6.60	
UGANDA	4. 6.63	

CONVENTION NO 5. MINIMUM AGE (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
UNITED KINGDOM	14. 7.21	
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	(B)
VENEZUELA	20.11.44	
VIET-NAM	6. 6.53	
YUGOSLAVIA	1. 4.27	
ZAMBIA	2.12.64	

CONVENTION NO 6. NIGHT WORK OF YOUNG PERSONS (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	17. 3.32	
ALGERIA	19.10.62	
ARGENTINA	30.11.33	
AUSTRIA	12. 6.24	
BELGIUM	12. 7.24	
BRAZIL	26. 4.34	
BULGARIA	14. 2.22	
BURMA	14. 7.21	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CEYLON	26.10.50	(B)
CHAD	10.11.60	
CHILE	15. 9.25	
CONGO (BRAZZAVILLE)	10.11.60	
CUBA	6. 8.28	
DAHOMEY	12.12.60	
DENMARK	4. 1.23	

CONVENTION NO 6. NIGHT WORK OF YOUNG PERSONS (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
FRANCE	25. 8.25	
GABON	14.10.60	
GREECE	19.11.20	
REPUBLIC OF GUINEA	21. 1.59	(B)
HUNGARY	19. 4.28	
INDIA	14. 7.21	
IRELAND	4. 9.25	
ITALY	10. 4.23	
IVORY COAST	21.11.60	
KHMER REPUBLIC	24. 2.69	
LAOS	23. 1.64	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MEXICO	20. 5.37	(B)
NETHERLANDS	17. 3.24	(B)
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
PAKISTAN	14. 7.21	
POLAND	21. 6.24	
PORTUGAL	10. 5.32	
RUMANIA	13. 6.21	
SENEGAL	4.11.60	
SPAIN	29. 9.32	
SWITZERLAND	9.10.22	
TOGO	7. 6.60	
TUNISIA	12. 1.59	
UNITED KINGDOM	14. 7.21	(D)

CONVENTION NO 6. NIGHT WORK OF YOUNG PERSONS (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE 13. 6.21

COUNTRIES	DATE OF RATIFICATION	NOTES
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	(B)
VENEZUELA	7. 3.33	
VIET-NAM	6. 6.53	
YUGOSLAVIA	1. 4.27	(B)

CONVENTION NO 7. MINIMUM AGE (SEA), 1920

DATE OF ENTRY INTO FORCE 27. 9.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	30.11.33	
AUSTRALIA	28. 6.35	
BARBADOS	8. 5.67	
BELGIUM	4. 2.25	
BRAZIL	8. 6.36	
BULGARIA	16. 3.23	
CANADA	31. 3.26	
CEYLON	2. 9.50	
CHILE	18.10.35	
CHINA	2.12.36	
COLOMBIA	20. 6.33	
CUBA	6. 8.28	
DENMARK	12. 5.24	
DOMINICAN REPUBLIC	4. 2.33	
FINLAND	10.10.25	
FEDERAL REPUBLIC OF GERMANY	11. 6.29	
GREECE	16.12.25	
GUYANA	8. 6.66	
HUNGARY	1. 3.28	
IRELAND	4. 9.25	

CONVENTION NO	7. MINIMUM AGE (SEA), 1920	
	DATE OF ENTRY INTO FORCE	27. 9.21
COUNTRIES	DATE OF RATIFICATION	NOTES
ITALY	14. 7.32	
JAMAICA	8. 7.63	
JAPAN	7. 6.24	
LUXEMBOURG	16. 4.28	
MALAYSIA		
STATE OF SARAWAK	3. 3.64	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	17. 8.48	(B)
NETHERLANDS	26. 3.25	(B)
NICARAGUA	12. 4.34	
NORWAY	7.10.27	
POLAND	21. 6.24	
PORTUGAL	24.10.60	
RUMANIA	8. 5.22	
SIERRA LEONE	15. 6.61	
SINGAPORE	25.10.65	
SPAIN	20. 6.24	
SWEDEN	27. 9.21	
TANZANIA		
ZANZIBAR	22. 6.64	
UNITED KINGDOM	14. 7.21	
URUGUAY	6. 6.33	(B)
VENEZUELA	20.11.44	
YUGOSLAVIA	1. 4.27	

CONVENTION NO 8. UNEMPLOYMENT INDEMNITY (SHIPWRECK), 1920

DATE OF ENTRY INTO FORCE 16. 3.23

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	30.11.33	
AUSTRALIA	28. 6.35	
BELGIUM	4. 2.25	
BULGARIA	16. 3.23	
CANADA	31. 3.26	
CEYLON	25. 4.51	
CHILE	18.10.35	
COLOMBIA	20. 6.33	
CUBA	6. 8.28	
DENMARK	15. 2.38	
FINLAND	20. 1.50	
FRANCE	21. 3.29	
FEDERAL REPUBLIC OF GERMANY	4. 3.30	
GHANA	18. 3.65	
GREECE	16.12.25	
IRAQ	19. 4.66	
IRELAND	5. 7.30	
ITALY	8. 9.24	
JAMATCA	8. 7.63	
JAPAN	22. 8.55	
LUXEMBOURG	16. 4.28	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	20. 5.37	
NETHERLANDS	15.12.37	
NICARAGUA	12. 4.34	
NIGERIA	16. 6.61	
NORWAY	21. 7.36	

CONVENTION NO 8. UNEMPLOYMENT INDEMNITY (SHIPWRECK), 1920

DATE OF ENTRY INTO FORCE 16. 3.23

COUNTRIES	DATE OF RATIFICATION	NOTES
PANAMA	19. 6.70	
PERU	4. 4.62	
POLAND	21. 6.24	
RUMANIA	10.11.30	
STERRA LEONE	15. 6.61	
SINGAPORE	25.10.65	
SPAIN	20. 6.24	
SWEDEN	1. 1.35	
SWITZERLAND	21. 4.60	
TUNISIA	14. 4.70	
UNITED KINGDOM	12. 3.26	
URUGUAY	6. 6.33	
YUGOSLAVIA	30. 9.29	

CONVENTION NO 9. PLACING OF SEAMEN, 1920

DATE OF ENTRY INTO FORCE 23.11.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	30.11.33	
AUSTRALIA	3. 8.25	
BELGIUM	4. 2.25	
BULGARIA	16. 3.23	
CAMEROON	25. 5.70	
CHILE	18.10.35	
COLOMBIA	20. 6.33	
CUBA	6. 8.28	
DENMARK	23. 8.38	
FINLAND	7.10.22	
FRANCE	25. 1.28	
FEDERAL REPUBLIC OF GERMANY	6. 6.25	
GREECE	16.12.25	

CONVENTION NO 9. PLACING OF SEAMEN, 1920

DATE OF ENTRY INTO FORCE 23.11.21

COUNTRIES	DATE OF RATIFICATION	NOTES
ISRAEL	19. 6.69	
ITALY	8. 9.24	
JAPAN	23.11.22	
LUXEMBOURG	16. 4.28	
MEXICO	1. 9.39	
NETHERLANDS	9. 1.48	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NORWAY	23.11.21	
PANAMA	19. 6.70	
PERU	4. 4.62	
POLAND	21. 6.24	
RUMANIA	10.11.30	
SPAIN	23. 2.31	
SWEDEN	27. 9.21	
URUGUAY	6. 6.33	
YUGOSLAVIA	30. 9.29	

CONVENTION NO 10. MINIMUM AGE (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 31. 8.23

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	26. 5.36	
AUSTRALIA	24.12.57	
AUSTRIA	12. 6.24	
BELGIUM	13. 6.28	
BULGARIA	6. 3.25	
BYELORUSSIA	6.11.56	
CAMEROON	25. 5.70	

CONVENTION NO 10. MINIMUM AGE (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 31. 8.23

COUNTRIES	DATE OF RATIFICATION	NOTES
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHILE	18.10.35	
CUBA	22. 8.35	
CZECHOSLOVAKIA	31. 8.23	
DOMINICAN REPUBLIC	4. 2.33	
FRANCE	7. 6.51	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	20. 3.57	
REPUBLIC OF GUINEA	12.12.66	
GUYANA	8. 6.66	
HUNGARY	2. 2.27	
IRELAND	26. 5.25	
ISRAEL	23.12.53	
ITALY	8. 9.24	
JAPAN	19.12.23	
LUXEMBOURG	16. 4.28	
MALTA	4. 1.65	
NETHERLANDS	28.11.56	
NEW ZEALAND	8. 7.47	
NICARAGUA	12. 4.34	
NORWAY	28. 1.57	
PANAMA	19. 6.70	
PERU	1. 2.60	
POLAND	21. 6.24	
ROMANIA	10.11.30	
SENEGAL	22.10.62	
SPAIN	29. 8.32	
SWEDEN	27.11.23	

CONVENTION NO 10. MINIMUM AGE (AGRICULTURE), 1921

	DATE OF ENTRY INTO FORCE	
	31. 8.23	
COUNTRIES	DATE OF RATIFICATION	NOTES
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED KINGDOM	11. 7.63	
URUGUAY	6. 6.33	

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

	DATE OF ENTRY INTO FORCE	
	11. 5.23	
COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	26. 5.36	
AUSTRALIA	24.12.57	
AUSTRIA	12. 6.24	
BARBADOS	8. 5.67	
BELGIUM	19. 7.26	
BRAZIL	25. 4.57	
BULGARIA	6. 3.25	
BURMA	11. 5.23	
BURUNDI	11. 3.63	
BYELORUSSIA	6.11.56	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	29. 1.63	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CEYLON	25. 8.52	
CHAD	10.11.60	
CHILE	15. 9.25	
CHINA	27. 4.34	
COLOMBIA	20. 6.33	

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 11. 5.23

COUNTRIES	DATE OF RATIFICATION	NOTES
CONGO (BRAZZAVILLE)	10.11.60	
CONGO (KINSHASA)	20. 9.60	
COSTA RICA	16. 9.63	
CUBA	22. 8.35	
CYPRUS	8.10.65	
CZECHOSLOVAKIA	31. 8.23	
DAHOMEY	12.12.60	
DENMARK	20. 6.30	
ECUADOR	10. 3.69	
ETHIOPIA	4. 6.63	
FINLAND	19. 6.23	
FRANCE	23. 3.29	
GABON	14.10.60	
FEDERAL REPUBLIC OF GERMANY	6. 6.25	
GHANA	14. 3.68	
GREECE	13. 6.52	
REPUBLIC OF GUINFA	21. 1.59	
GUYANA	8. 6.66	
ICELAND	21. 8.56	
INDIA	11. 5.23	
IRELAND	17. 6.24	
ITALY	8. 9.24	
IVORY COAST	21.11.60	
JAMAICA	8. 7.63	
KENYA	13. 1.64	
LESOTHO	31.10.66	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	1.11.60	
MALAWI	22. 3.65	

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 11. 5.23

COUNTRIES	DATE OF RATIFICATION	NOTES
MALAYSTA		
STATES OF MALAYA	11. 1.60	
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	22. 9.60	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MAURITIUS	2.12.69	
MEXICO	20. 5.37	
MOROCCO	20. 5.57	
NETHERLANDS	20. 8.26	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NIGERIA	16. 6.61	
NORWAY	11. 6.29	
PAKISTAN	11. 5.23	
PANAMA	19. 6.70	
PARAGUAY	16. 5.68	
PERU	8.11.45	
POLAND	21. 6.24	
RUMANIA	10.11.30	
RWANDA	18. 9.62	
SENEGAL	4.11.60	
SINGAPORE	25.10.65	
SPAIN	29. 8.32	
SWEDEN	27.11.23	
SWITZERLAND	23. 5.40	
SYRIAN ARAB REPUBLIC	26. 7.60	

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 11. 5.23

COUNTRIES	DATE OF RATIFICATION	NOTES
TANZANIA		
TANGANYIKA	19.11.62	
ZANZIBAR	22. 6.64	
TOGO	7. 6.60	
TUNISIA	15. 5.57	
TURKEY	29. 3.61	
UGANDA	4. 6.63	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED ARAB REPUBLIC	3. 7.54	
UNITED KINGDOM	6. 8.23	
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	
YUGOSLAVIA	30. 9.29	
ZAMBIA	2.12.64	

CONVENTION NO 12. WORKMEN'S COMPENSATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 26. 2.23

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	26. 5.36	
AUSTRALIA	7. 6.60	
AUSTRIA	14. 6.54	
BARBADOS	8. 5.67	
BELGIUM	26.10.32	
BRAZIL	25. 4.57	
BULGARIA	6. 3.25	
BURUNDI	11. 3.63	
CHILE	15. 9.25	

CONVENTION NO 12. WORKMEN'S COMPENSATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 26. 2.23

COUNTRIES	DATE OF RATIFICATION	NOTES
COLOMBIA	20. 6.33	
CONGO (KINSHASA)	20. 9.60	
CUBA	22. 8.35	
CZECHOSLOVAKIA	12. 6.50	
DENMARK	26. 2.23	
EL SALVADOR	11.10.55	
FINLAND	20. 1.50	
FRANCE	4. 4.28	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	6. 6.25	
GUYANA	8. 6.66	
HAITI	19. 4.55	
HUNGARY	8. 6.56	
IRELAND	17. 6.24	
ITALY	1. 9.30	
KENYA	13. 1.64	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	10. 8.62	
MALAWI	22. 3.65	
MALAYSIA		
STATES OF MALAYA	5. 6.61	
STATE OF SARAWAK	3. 3.64	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	1.11.37	
MOROCCO	20. 9.56	
NETHERLANDS	20. 8.26	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	

CONVENTION NO 12. WORKMEN'S COMPENSATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE 26. 2.23

COUNTRIES	DATE OF RATIFICATION	NOTES
NORWAY	22. 1.63	
PANAMA	3. 6.58	
PERU	4. 4.62	
POLAND	21. 6.24	
PORTUGAL	16. 5.60	
RWANDA	18. 9.62	
SENEGAL	22.10.62	
SINGAPORE	25.10.65	
SPAIN	1.10.31	
SWEDEN	27.11.23	
TANZANIA		
TANGANYIKA	19.11.62	
ZANZIBAR	22. 6.64	
TUNISIA	15. 5.57	
UGANDA	4. 6.63	
UNITED KINGDOM	6. 8.23	
URUGUAY	6. 6.33	
YUGOSLAVIA	27. 1.58	
ZAMBIA	2.12.64	

CONVENTION NO 13. WHITE LEAD (PAINTING), 1921

DATE OF ENTRY INTO FORCE 31. 8.23

COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	12. 6.39	
ALGERIA	19.10.62	
ARGENTINA	26. 5.36	
AUSTRIA	12. 6.24	
BELGIUM	19. 7.26	
BULGARIA	6. 3.25	

CONVENTION NO 13. WHITE LEAD (PAINTING), 1921

DATE OF ENTRY INTO FORCE 31. 8.23

COUNTRIES	DATE OF RATIFICATION	NOTES
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CHAD	10.11.60	
CHILE	15. 9.25	
COLOMBIA	20. 6.33	
CONGO (BRAZZAVILLE),	10.11.60	
CUBA	7. 7.28	
CZECHOSLOVAKIA	31. 8.23	
DAHOMEY	12.12.60	
FINLAND	5. 4.29	
FRANCE	19. 2.26	
GABON	14.10.60	
GREECE	22.12.26	
REPUBLIC OF GUINEA	21. 1.59	
HUNGARY	8. 6.56	
IRAQ	19. 4.66	
ITALY	22.10.52	
IVORY COAST	21.11.60	
KHMER REPUBLIC	24. 2.69	
LAOS	23. 1.64	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MEXICO	7. 1.38	
MOROCCO	13. 6.56	
NETHERLANDS	15.12.39	

CONVENTION NO 13. WHITE LEAD (PAINTING), 1921

DATE OF ENTRY INTO FORCE		31. 8.23
COUNTRIES	DATE OF RATIFICATION	NOTES
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NORWAY	11. 6.29	
PANAMA	19. 6.70	
POLAND	21. 6.24	
RUMANIA	4.12.25	
SENEGAL	4.11.60	
SPAIN	20. 6.24	
SWEDEN	27.11.23	
TOGO	7. 6.60	
TUNISIA	12. 6.56	
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	
VENEZUELA	28. 4.33	
VIET-NAM	6. 6.53	
YUGOSLAVIA	30. 9.29	

CONVENTION NO 14. WEEKLY REST (INDUSTRY), 1921

DATE OF ENTRY INTO FORCE		19. 6.23
COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	12. 6.39	
ALGERIA	19.10.62	
ARGENTINA	26. 5.36	
BELGIUM	19. 7.26	
BOLIVIA	19. 7.54	
BRAZIL	25. 4.57	
BULGARIA	6. 3.25	
BURMA	11. 5.23	

CONVENTION NO 14. WEEKLY REST (INDUSTRY), 1921

DATE OF ENTRY INTO FORCE		19. 6.23
COUNTRIES	DATE OF RATIFICATION	NOTES
BURUNDI	11. 3.63	
BYELORUSSIA	26. 2.68	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	25. 5.70	
CANADA	21. 3.35	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CHAD	10.11.60	
CHILE	15. 9.25	
CHINA	17. 5.34	
COLOMBIA	20. 6.33	
CONGO (BRAZZAVILLE)	10.11.60	
CONGO (KINSHASA)	20. 9.60	
CUBA	20. 7.53	
CZECHOSLOVAKIA	31. 8.23	
DAHOMEY	12.12.60	
DENMARK	30. 8.35	
FINLAND	19. 6.23	
FRANCE	3. 9.26	
GABON	14.10.60	
GREECE	11. 5.29	
REPUBLIC OF GUINEA	21. 1.59	
HAITI	14. 5.52	
HONDURAS	17.11.64	
HUNGARY	8. 6.56	
INDIA	11. 5.23	
IRAQ	12. 5.60	
IRELAND	22. 7.30	
ISRAEL	26. 6.51	

CONVENTION NO 14. WEEKLY REST (INDUSTRY), 1921

DATE OF ENTRY INTO FORCE 19. 6.23

COUNTRIES	DATE OF RATIFICATION	NOTES
ITALY	8. 9.24	
IVORY COAST	21.11.60	
KENYA	13. 1.64	
LEBANON	26. 7.62	
LESOTHO	31.10.66	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	1.11.60	
MALAYSIA		
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MAURITIUS	2.12.69	
MEXICO	7. 1.38	
MOROCCO	20. 9.56	
NETHERLANDS	14. 7.65	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NORWAY	7. 7.37	
PAKISTAN	11. 5.23	
PARAGUAY	21. 3.66	
PERU	8.11.45	
POLAND	21. 6.24	
PORTUGAL	3. 7.28	
RUMANTA	18. 8.23	
RWANDA	18. 9.62	
SENEGAL	4.11.60	
SPAIN	20. 6.24	
SWEDEN	22.12.31	
SWITZERLAND	16. 1.35	

CONVENTION NO 14. WEEKLY REST (INDUSTRY), 1921

DATE OF ENTRY INTO FORCE 19. 6.23

COUNTRIES	DATE OF RATIFICATION	NOTES
SYRIAN ARAB REPUBLIC	10. 5.60	
THAILAND	5. 4.68	
TOGO	7. 6.60	
TUNISIA	15. 5.57	
TURKEY	27.12.46	
UKRAINTIAN S.S.R.	19. 6.68	
USSR	22. 9.67	
UNITED ARAB REPUBLIC	10. 5.60	
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	
VIET-NAM	14. 6.55	
YUGOSLAVIA	1. 4.27	

CONVENTION NO 15. MINIMUM AGE (TRIMMERS AND STOKERS), 1921

DATE OF ENTRY INTO FORCE 20.11.22

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	26. 5.36	
AUSTRALIA	28. 6.35	
BELGIUM	19. 7.26	
BULGARIA	6. 3.25	
BIIRMA	20.11.22	
BYELORUSSIA	6.11.56	
CAMEROON		
EASTERN CAMEROON	25. 5.70	
WESTERN CAMEROON	3. 9.62	
CANADA	31. 3.26	
CEYLON	25. 4.51	
CHILE	18.10.35	

CONVENTION NO 15. MINIMUM AGE (TRIMMERS AND STOKERS), 1921

DATE OF ENTRY INTO FORCE 20.11.22

COUNTRIES	DATE OF RATIFICATION	NOTES
CHINA	2.12.36	
COLOMBIA	20. 6.33	
CUBA	7. 7.28	
CYPRUS	23. 9.60	
DENMARK	12. 5.24	
FINLAND	10.10.25	
FRANCE	16. 1.28	
FEDERAL REPUBLIC OF GERMANY	11. 6.29	
GHANA	20. 5.57	
GREECE	14. 6.30	
GUYANA	8. 6.66	
HUNGARY	1. 3.28	
ICELAND	21. 8.56	
INDIA	20.11.22	
IRAQ	19. 4.66	
IRELAND	5. 7.30	
ITALY	8. 9.24	
JAMAICA	26.12.62	
JAPAN	4.12.30	
KENYA	13. 1.64	
LUXEMBOURG	16. 4.28	
MALAYSIA		
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MAURITIUS	2.12.69	
MOROCCO	14. 3.58	
NETHERLANDS	17. 6.31	

CONVENTION NO 15. MINIMUM AGE (TRIMMERS AND STOKERS), 1921

DATE OF ENTRY INTO FORCE 20.11.22

COUNTRIES	DATE OF RATIFICATION	NOTES
NEW ZEALAND	26.11.59	
NICARAGUA	12. 4.34	
NIGERIA	17.10.60	
NORWAY	7.10.27	
PAKISTAN	20.11.22	
PANAMA	19. 6.70	
POLAND	21. 6.24	
RUMANIA	18. 8.23	
SERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
PDR OF YEMEN (ADEN)	14. 4.69	
SPAIN	20. 6.24	
SWEDEN	14. 7.25	
SWITZERLAND	21. 4.60	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TRINIDAD AND TOBAGO	24. 5.63	
TURKEY	29. 9.59	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED KINGDOM	8. 3.26	
URUGUAY	6. 6.33	
YUGOSLAVIA	1. 4.27	

CONVENTION NO 16. MEDICAL EXAMINATION OF YOUNG PERSONS (SEA), 1921

DATE OF ENTRY INTO FORCE 20.11.22

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ARGENTINA	26. 5.36	
AUSTRALIA	28. 6.35	
BELGIUM	19. 7.26	
BRAZIL	8. 6.36	
BULGARIA	6. 3.25	
BURMA	20.11.22	
BYELORUSSIA	6.11.56	
CAMEROON		
EASTERN CAMEROON	25. 5.70	
WESTERN CAMEROON	3. 9.62	
CANADA	31. 3.26	
CEYLON	25. 4.51	
CHILE	18.10.35	
CHINA	2.12.36	
COLOMBIA	20. 6.33	
CUBA	7. 7.28	
CYPRUS	23. 9.60	
DENMARK	23. 4.38	
FINLAND	10.10.25	
FRANCE	22. 3.28	
FEDERAL REPUBLIC OF GERMANY	11. 6.29	
GHANA	20. 5.57	
GREECE	28. 6.30	
REPUBLIC OF GUINEA	12.12.66	
HUNGARY	1. 3.28	
INDIA	20.11.22	
IRAQ	19. 4.66	

CONVENTION NO 16. MEDICAL EXAMINATION OF YOUNG PERSONS (SEA), 1921

DATE OF ENTRY INTO FORCE 20.11.22

COUNTRIES	DATE OF RATIFICATION	NOTES
IRELAND	5. 7.30	
ITALY	8. 9.24	
JAMAICA	26.12.62	
JAPAN	7. 6.24	
LUXEMBOURG	16. 4.28	
MALAYSTIA		
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	9. 3.38	
NETHERLANDS	9. 3.28	
NEW ZEALAND	5.12.61	
NICARAGUA	12. 4.34	
NIGERIA	17.10.60	
PAKISTAN	20.11.72	
PANAMA	19. 6.70	
POLAND	21. 6.24	
RIJMANIA	18. 8.23	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER TRUST TERRITORY OF SOMALI LAND	18.11.60	
PDR OF YEMEN (ADEN)	14. 4.69	
SPAIN	20. 6.24	
SWEDEN	14. 7.25	
SWITZERLAND	21. 4.60	

CONVENTION NO 16. MEDICAL EXAMINATION OF YOUNG PERSONS (SEA), 1921

DATE OF ENTRY INTO FORCE 20.11.22

COUNTRIES	DATE OF RATIFICATION	NOTES
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TRINIDAD AND TOBAGO	24. 5.63	
TUNISIA	14. 4.70	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED KINGDOM	8. 3.26	
URUGUAY	6. 6.33	
YUGOSLAVIA	1. 4.27	

CONVENTION NO 17. WORKMEN'S COMPENSATION (ACCIDENTS), 1925

DATE OF ENTRY INTO FORCE 1. 4.27

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	14. 3.50	
AUSTRIA	21. 8.36	
BARBADOS	8. 5.67	
BELGIUM	3.10.27	
BULGARIA	5. 9.29	
BURMA	16. 2.56	
BURUNDI	11. 3.63	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHILE	8.10.31	
COLOMBIA	20. 6.33	
CONGO (KINSHASA)	20. 9.60	
CUBA	6. 8.28	
CZECHOSLOVAKIA	12. 6.50	
FINLAND	20. 1.50	

CONVENTION NO 17. WORKMEN'S COMPENSATION (ACCIDENTS), 1925

DATE OF ENTRY INTO FORCE 1. 4.27

COUNTRIES	DATE OF RATIFICATION	NOTES
FRANCE	17. 5.48	
FEDERAL REPUBLIC OF GERMANY	14. 6.55	
GREECE	13. 6.52	
REPUBLIC OF GUINEA	12.12.66	
HAITI	19. 4.55	
HUNGARY	19. 4.28	
IRAQ	5. 7.60	
KENYA	13. 1.64	
LUXEMBOURG	16. 4.28	
MALAYSIA		
STATES OF MALAYA	11.11.57	
REPUBLIC OF MALI	12. 7.68	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MAURITIUS	2.12.69	
MEXICO	12. 5.34	
MOROCCO	20. 9.56	
NETHERLANDS	13. 9.27	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
PANAMA	3. 6.58	
PHILIPPINES	17.11.60	
POLAND	3.11.37	
PORTUGAL	27. 3.29	
RWANDA	18. 9.62	
SIERRA LEONE	13. 6.61	
SOMALI REPUBLIC		
FORMER TRUST TERRITORY OF SOMALILAND	18.11.60	
SPAIN	22. 2.29	
SWEDEN	8. 9.26	(B)

CONVENTION NO 17. WORKMEN'S COMPENSATION (ACCIDENTS), 1925

DATE OF ENTRY INTO FORCE 1. 4.27

COUNTRIES	DATE OF RATIFICATION	NOTES
SYRIAN ARAB REPUBLIC	10. 5.60	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TUNISIA	15. 5.57	
UGANDA	4. 6.63	
UNITED ARAB REPUBLIC	10. 5.60	
UNITED KINGDOM	28. 6.49	
UPPER VOLTA	30. 6.69	
URUGUAY	6. 6.33	
YUGOSLAVIA	1. 4.27	
ZAMBIA	2.12.64	

CONVENTION NO 18. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES), 1925

DATE OF ENTRY INTO FORCE 1. 4.27

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	24. 9.56	
AUSTRALIA	22. 4.59	
AUSTRIA	29. 9.28	
BELGIUM	3.10.27	
BULGARIA	5. 9.29	
BURMA	30. 9.27	
BURUNDI	11. 3.63	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CEYLON	17. 5.52	
CHILE	31. 5.33	
COLOMBIA	20. 6.33	

CONVENTION NO 18. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES), 1925

DATE OF ENTRY INTO FORCE		1. 4.27
COUNTRIES	DATE OF RATIFICATION	NOTES
CONGO (KINSHASA)	20. 9.60	
CUBA	6. 8.28	
CZECHOSLOVAKIA	19. 9.32	
DAHOMEY	12.12.60	
DENMARK	18. 6.34	
FINLAND	17. 9.27	
FRANCE	13. 8.31	
FEDERAL REPUBLIC OF GERMANY	18. 9.28	
REPUBLIC OF GUINEA	21. 1.59	
HUNGARY	19. 4.28	
INDIA	30. 9.27	
IRAQ	26.11.38	
IRELAND	25.11.27	(B)
ITALY	22. 1.34	
IVORY COAST	21.11.60	
JAPAN	8.10.28	
LUXEMBOURG	16. 4.28	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MOROCCO	20. 9.56	
NETHERLANDS	1.11.28	(B)
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NORWAY	11. 6.29	
PAKISTAN	30. 9.27	
POLAND	3.11.37	
PORTUGAL	27. 3.29	
RWANDA	18. 9.62	
SENEGAL	4.11.60	

CONVENTION NO 18. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES), 1925

	DATE OF ENTRY INTO FORCE	1. 4.27
COUNTRIES	DATE OF RATIFICATION	NOTES
SPAIN	29. 9.32	
SWEDEN	15.10.29	(B)
SWITZERLAND	16.11.27	
SYRIAN ARAB REPUBLIC	10. 5.60	
TUNISIA	12. 1.59	
UNITED ARAB REPUBLIC	10. 5.60	
UNITED KINGDOM	6.10.26	(B)
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	(B)
YUGOSLAVIA	1. 4.27	
ZAMBIA	22. 2.65	

CONVENTION NO 19. EQUALITY OF TREATMENT (ACCIDENT COMPENSATION), 1925

	DATE OF ENTRY INTO FORCE	8. 9.26
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	14. 3.50	
AUSTRALIA	12. 6.59	
AUSTRIA	29. 9.28	
BARBADOS	8. 5.67	
BELGIUM	3.10.27	
BOLIVIA	19. 7.54	
BRAZIL	25. 4.57	
BULGARIA	5. 9.29	
BURMA	30. 9.27	
BURUNDI	11. 3.63	
CAMEROON		
EASTERN CAMEROON	29. 1.63	
WESTERN CAMEROON	3. 9.62	

CONVENTION NO 19. EQUALITY OF TREATMENT (ACCIDENT COMPENSATION), 1925

	DATE OF ENTRY INTO FORCE	8. 9.26
COUNTRIES	DATE OF RATIFICATION	NOTES
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHILE	8.10.31	
CHINA	27. 4.34	
COLOMBIA	20. 6.33	
CONGO (KINSHASA)	20. 9.60	
CUBA	6. 8.28	
CYPRUS	23. 9.60	
CZECHOSLOVAKIA	8. 2.27	
DENMARK	31. 3.28	
DOMINICAN REPUBLIC	5.12.56	
FINLAND	17. 9.27	
FRANCE	4. 4.28	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	18. 9.28	
GHANA	20. 5.57	
GRFECE	30. 5.36	
GUATEMALA	2. 8.61	
GUYANA	8. 6.66	
HAITI	19. 4.55	
HUNGARY	19. 4.28	
INDIA	30. 9.27	
INDONESIA	12. 6.50	
IRAQ	30. 4.40	
IRELAND	5. 7.30	
ISRAEL	5. 5.58	
ITALY	15. 3.28	
IVORY COAST	5. 5.61	
JAMAICA	26.12.62	
JAPAN	8.10.28	

CONVENTION NO 19. EQUALITY OF TREATMENT (ACCIDENT COMPENSATION), 1925

DATE OF ENTRY INTO FORCE 8. 9.26

COUNTRIES	DATE OF RATIFICATION	NOTES
KENYA	13. 1.64	
LESOTHO	31.10.66	
LUXEMBOURG	16. 4.28	
MALAGASY REPUBLIC	10. 8.62	
MALAWI	22. 3.65	
MALAYSIA		
STATES OF MALAYA	11.11.57	
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	17. 8.64	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MAURITIUS	2.12.69	
MEXICO	12. 5.34	
MOROCCO	13. 6.56	
NETHERLANDS	13. 9.27	
NICARAGUA	12. 4.34	
NIGERIA	17.10.60	
NORWAY	11. 6.29	
PAKISTAN	30. 9.27	
PANAMA	19. 6.70	
PERU	8.11.45	
POLAND	28. 2.28	
PORTUGAL	27. 3.29	
RWANDA	18. 9.62	
SENEGAL	22.10.62	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER TRUST TERRITORY OF SOMALILAND	18.11.60	

CONVENTION NO 19. EQUALITY OF TREATMENT (ACCIDENT COMPENSATION), 1925

DATE OF ENTRY INTO FORCE 8. 9.26

COUNTRIES	DATE OF RATIFICATION	NOTES
REPUBLIC OF SOUTH AFRICA	30. 3.26	
PDR OF YEMEN (ADEN)	14. 4.69	
SPAIN	22. 2.29	
SUDAN	18. 6.57	
SWEDEN	8. 9.26	
SWITZERLAND	1. 2.29	
SYRIAN ARAB REPUBLIC	26. 7.60	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
THAILAND	5. 4.68	
TRINIDAD AND TOBAGO	24. 5.63	
TUNISIA	12. 6.56	
UGANDA	4. 6.63	
UNITED ARAB REPUBLIC	29.11.48	
UNITED KINGDOM	6.10.26	
UPPER VOLTA	30. 6.69	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	
YUGOSLAVIA	1. 4.27	
ZAMBIA	2.12.64	

CONVENTION NO 20. NIGHT WORK (BAKERIES), 1925

DATE OF ENTRY INTO FORCE 26. 5.28

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	17. 2.55	
BULGARIA	5. 9.29	
CHILE	31. 5.33	
COLOMBIA	20. 6.33	

CONVENTION NO 20. NIGHT WORK (BAKERIES), 1925

DATE OF ENTRY INTO FORCE 26. 5.28

COUNTRIES	DATE OF RATIFICATION	NOTES
CUBA	6. 8.28	
FINLAND	26. 5.28	
IRELAND	15. 3.37	
ISRAEL	26. 7.51	
LUXEMBOURG	16. 4.28	
NICARAGUA	12. 4.34	(D)
PANAMA	19. 6.70	
PERU	4. 4.62	
SPAIN	29. 8.32	
SWEDEN	5. 1.40	(D)
URUGUAY	6. 6.33	

CONVENTION NO 21. INSPECTION OF EMIGRANTS, 1926

DATE OF ENTRY INTO FORCE 29.12.27

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	17. 3.32	
ARGENTINA	14. 3.50	
AUSTRALIA	18. 4.31	
AUSTRIA	29.12.27	
BELGIUM	15. 2.28	
BRAZIL	18. 6.65	
BULGARIA	29.11.29	
BURMA	14. 1.28	
COLOMBIA	20. 6.33	
CUBA	7. 9.54	
CZECHOSLOVAKIA	25. 5.28	
DENMARK	18. 5.55	
FINLAND	5. 4.29	
FRANCE	13. 1.32	(C)

CONVENTION NO 21. INSPECTION OF EMIGRANTS, 1926

DATE OF ENTRY INTO FORCE 29.12.27

COUNTRIES	DATE OF RATIFICATION	NOTES
HUNGARY	3. 2.31	
INDIA	14. 1.28	
IRELAND	5. 7.30	
JAPAN	8.10.28	
LUXEMBOURG	16. 4.28	
MEXICO	9. 3.38	
NETHERLANDS	13. 9.27	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NORWAY	28. 1.57	
PAKISTAN	14. 1.28	
PANAMA	19. 6.70	
SWEDEN	28. 1.57	
UNITED KINGDOM	16. 9.27	(C)
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	

CONVENTION NO 22. SEAMEN'S ARTICLES OF AGREEMENT, 1926

DATE OF ENTRY INTO FORCE 4. 4.28

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
AUSTRALIA	1. 4.35	
BARBADOS	8. 5.67	
BELGIUM	3.10.27	
BRAZIL	18. 6.65	
BULGARIA	29.11.29	
BURMA	31.10.32	
CANADA	30. 6.38	
CHILE	18.10.35	

CONVENTION NO 22. SEAMEN'S ARTICLES OF AGREEMENT, 1926

	DATE OF ENTRY INTO FORCE	4. 4.28
COUNTRIES	DATE OF RATIFICATION	NOTES
CHINA	2.12.36	
COLOMBIA	20. 6.33	
CUBA	7. 7.28	
FINLAND	8. 4.47	
FRANCE	4. 4.28	
FEDERAL REPUBLIC OF GERMANY	20. 9.30	
GHANA	18. 3.65	
INDIA	31.10.32	
IRAQ	4.10.66	
IRELAND	5. 7.30	
ITALY	10.10.29	
JAPAN	22. 8.55	
LUXEMBOURG	16. 4.28	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	12. 5.34	
MOROCCO	14. 3.58	
NETHERLANDS	15.12.37	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NORWAY	29. 3.40	
PAKISTAN	31.10.32	
PANAMA	19. 6.70	
PERU	4. 4.62	
POLAND	8. 8.31	
SIERRA LEONE	15. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER TRUST TERRITORY OF SOMALILAND	18.11.60	

CONVENTION NO 22. SEAMEN'S ARTICLES OF AGREEMENT, 1926

	DATE OF ENTRY INTO FORCE	4. 4.28
COUNTRIES	DATE OF RATIFICATION	NOTES
SPAIN	23. 2.31	
TUNISIA	14. 4.70	
UNITED KINGDOM	14. 6.29	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	
YUGOSLAVIA	30. 9.29	

CONVENTION NO 23. REPATRIATION OF SEAMEN, 1926

	DATE OF ENTRY INTO FORCE	16. 4.28
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
BELGIUM	3.10.27	
BULGARIA	29.11.29	
CHINA	2.12.36	
COLOMBIA	20. 6.33	
CUBA	7. 7.28	
FRANCE	4. 3.29	
FEDERAL REPUBLIC OF GERMANY	14. 3.30	
GHANA	18. 3.65	
IRELAND	5. 7.30	
ITALY	10.10.29	
LUXEMBOURG	16. 4.28	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	12. 5.34	
NETHERLANDS	5. 5.48	
NICARAGUA	12. 4.34	
PANAMA	19. 6.70	
PERU	4. 4.62	
PHILIPPINES	17.11.60	
POLAND	8. 8.31	

CONVENTION NO 23. REPATRIATION OF SEAMEN, 1926

DATE OF ENTRY INTO FORCE 16. 4.28

COUNTRIES	DATE OF RATIFICATION	NOTES
SOMALI REPUBLIC		
FORMER TRUST TERRITORY OF SOMALILAND	18.11.60	
SPAIN	23. 2.31	
SWITZERLAND	21. 4.60	
TUNISIA	14. 4.70	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
URUGUAY	6. 6.33	
YUGOSLAVIA	30. 9.29	

CONVENTION NO 24. SICKNESS INSURANCE (INDUSTRY), 1927

DATE OF ENTRY INTO FORCE 15. 7.28

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
AUSTRIA	18. 2.29	
BULGARIA	1.11.30	
CHILE	8.10.31	
COLOMBIA	20. 6.33	
CZECHOSLOVAKIA	17. 1.29	
ECUADOR	5. 2.62	
FRANCE	17. 5.48	
FEDERAL REPUBLIC OF GERMANY	23. 1.28	
HAITI	19. 4.55	
HUNGARY	19. 4.28	
LUXEMBOURG	16. 4.28	
NETHERLANDS	15.11.65	
NICARAGUA	12. 4.34	
NORWAY	29. 5.61	
PERU	8.11.45	

CONVENTION NO 24. SICKNESS INSURANCE (INDUSTRY), 1927

DATE OF ENTRY INTO FORCE		15. 7.28
COUNTRIES	DATE OF RATIFICATION	NOTES
POLAND	29. 9.48	
RUMANIA	28. 6.29	
SPAIN	29. 9.32	
UNITED KINGDOM	20. 2.31	
URUGUAY	6. 6.33	
YUGOSLAVIA	30. 9.29	

CONVENTION NO 25. SICKNESS INSURANCE (AGRICULTURE), 1927

DATE OF ENTRY INTO FORCE		15. 7.28
COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRIA	18. 2.29	
BULGARIA	1.11.30	
CHILE	8.10.31	
COLOMBIA	20. 6.33	
CZECHOSLOVAKIA	17. 1.29	
FEDERAL REPUBLIC OF GERMANY	23. 1.28	
HAITI	19. 4.55	
LUXEMBOURG	16. 4.28	
NETHERLANDS	15.11.65	
NICARAGUA	12. 4.34	
NORWAY	29. 5.61	
PERU	1. 2.60	
POLAND	29. 9.48	
SPAIN	29. 9.32	
UNITED KINGDOM	20. 2.31	
URUGUAY	6. 6.33	
YUGOSLAVIA	21. 5.52	

CONVENTION NO 26. MINIMUM WAGE-FIXING MACHINERY, 1928

DATE OF ENTRY INTO FORCE 14. 6.30

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
AUSTRALIA	9. 3.31	
BARBADOS	8. 5.67	
BELGIUM	11. 8.37	
BOLIVIA	19. 7.54	
BRAZIL	25. 4.57	
BULGARIA	4. 6.35	
BURMA	21. 5.54	
BURUNDI	11. 3.63	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	29. 1.63	
CANADA	25. 4.35	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CHAD	10.11.60	
CHILE	31. 5.33	
CHINA	5. 5.30	
COLOMBIA	20. 6.33	
CONGO (BRAZZAVILLE)	10.11.60	
CONGO (KINSHASA)	20. 9.60	
CUBA	24. 2.36	
CZECHOSLOVAKIA	12. 6.50	
DAHOMEY	12.12.60	
DOMINICAN REPUBLIC	5.12.56	
ECUADOR	6. 7.54	
FRANCE	18. 9.30	
GABON	14.10.60	
FEDERAL REPUBLIC OF GERMANY	30. 5.29	

CONVENTION NO 26. MINIMUM WAGE-FIXING MACHINERY, 1928

DATE OF ENTRY INTO FORCE 14. 6.30

COUNTRIES	DATE OF RATIFICATION	NOTES
GHANA	2. 7.59	
GUATEMALA	4. 5.61	
REPUBLIC OF GUINEA	21. 1.59	
GUYANA	8. 6.66	
HUNGARY	30. 7.32	
INDIA	10. 1.55	
IRAQ	26.11.62	
IRELAND	3. 6.30	
ITALY	9. 9.30	
IVORY COAST	21.11.60	
JAMAICA	8. 7.63	
KENYA	13. 1.64	
LEBANON	26. 7.62	
LESOTHO	31.10.66	
LUXEMBOURG	3. 3.58	
MALAGASY REPUBLIC	1.11.60	
MALAWI	22. 3.65	
REPUBLIC OF MALI	22. 9.60	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MAURITIUS	2.12.69	
MEXICO	12. 5.34	
MOROCCO	14. 3.58	
NETHERLANDS	10.11.36	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NIGERIA	16. 6.61	

CONVENTION NO 26. MINIMUM WAGE-FIXING MACHINERY, 1928

DATE OF ENTRY INTO FORCE 14. 6.30

COUNTRIES	DATE OF RATIFICATION	NOTES
NORWAY	7. 7.33	
PANAMA	19. 6.70	
PARAGUAY	24. 6.64	
PERU	4. 4.62	
PORTUGAL	10.11.59	
RWANDA	18. 9.62	
SENEGAL	4.11.60	
SIERRA LEONE	15. 6.61	
REPUBLIC OF SOUTH AFRICA	28.12.32	
SPAIN	8. 4.30	
SUDAN	18. 6.57	
SWITZERLAND	7. 5.47	
SYRIAN ARAB REPUBLIC	10. 5.60	
TANZANIA		
TANGANYIKA	19.11.62	
ZANZIBAR	22. 6.64	
TOGO	7. 6.60	
TUNISIA	15. 5.57	
UGANDA	4. 6.63	
UNITED ARAB REPUBLIC	10. 5.60	
UNITED KINGDOM	14. 6.29	
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	
VENEZUELA	20.11.44	
VIET-NAM	14. 6.55	
ZAMBIA	2.12.64	

CONVENTION NO 27. MARKING OF WEIGHT (PACKAGES TRANSPORTED BY VESSELS), 1929

DATE OF ENTRY INTO FORCE 9. 3. 32

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3. 50	
AUSTRALIA	9. 3. 31	
AUSTRIA	16. 8. 35	
BELGIUM	6. 6. 34	
BULGARIA	4. 6. 35	
BURMA	7. 9. 31	
BURUNDI	11. 3. 63	
BYELORUSSIA	11. 3. 70	
CANADA	30. 6. 38	
CHILE	31. 5. 33	
CHINA	24. 6. 31	
CONGO (KINSHASA)	20. 9. 60	
CUBA	7. 9. 54	
CZECHOSLOVAKIA	26. 3. 34	
DENMARK	18. 1. 33	(C)
FINLAND	8. 8. 32	
FRANCE	29. 7. 35	
FEDERAL REPUBLIC OF GERMANY	5. 7. 33	
GREECE	30. 5. 36	
HUNGARY	6. 12. 37	
INDIA	7. 9. 31	
INDONESIA	12. 6. 50	
IRAQ	21. 11. 66	
IRELAND	5. 7. 30	
ITALY	18. 7. 33	
JAPAN	16. 3. 31	
LUXEMBOURG	1. 4. 31	
MEXICO	12. 5. 34	

CONVENTION NO 27. MARKING OF WEIGHT (PACKAGES TRANSPORTED BY VESSELS), 1929

DATE OF ENTRY INTO FORCE 9. 3.32

COUNTRIES	DATE OF RATIFICATION	NOTES
MOROCCO	20. 9.56	
NETHERLANDS	4. 1.33	
NICARAGUA	12. 4.34	
NORWAY	1. 7.32	
PAKISTAN	7. 9.31	
PANAMA	19. 6.70	
PERU	4. 4.62	
POLAND	18. 6.32	
PORTUGAL	1. 3.32	
RUMANIA	7.12.32	
REPUBLIC OF SOUTH AFRICA	21. 2.33	(C)
SPAIN	29. 8.32	
SWEDEN	11. 4.32	
SWITZERLAND	8.11.34	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
URUGUAY	6. 6.33	
VENEZUELA	17.12.32	
VIET-NAM	6. 6.53	
YUGOSLAVIA	22. 4.33	

CONVENTION NO 28. PROTECTION AGAINST ACCIDENTS (DOCKERS), 1929

DATE OF ENTRY INTO FORCE 1. 4.32

COUNTRIES	DATE OF RATIFICATION	NOTES
IRELAND	5. 7.30	
LUXEMBOURG	1. 4.31	
NICARAGUA	12. 4.34	
SPAIN	29. 8.32	(B)

CONVENTION NO 29. FORCED LABOUR, 1930

DATE OF ENTRY INTO FORCE 1. 5.32

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	25. 6.57	
ALGERIA	19.10.62	
ARGENTINA	14. 3.50	
AUSTRALIA	2. 1.32	
AUSTRIA	7. 6.60	
BARBADOS	8. 5.67	
BELGIUM	20. 1.44	
BRAZIL	25. 4.57	
BULGARIA	22. 9.32	
BURMA	4. 3.55	
BURUNDI	11. 3.63	
BYELORUSSIA	21. 8.56	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	3. 9.62	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CEYLON	5. 4.50	
CHAD	10.11.60	
CHILE	31. 5.33	
COLOMBIA	4. 3.69	
CONGO (BRAZZAVILLE)	10.11.60	
CONGO (KINSHASA)	20. 9.60	
COSTA RICA	2. 6.60	
CUBA	20. 7.53	
CYPRUS	23. 9.60	
CZECHOSLOVAKIA	30.10.57	
DAHOMY	12.12.60	

CONVENTION NO 29. FORCED LABOUR, 1930

DATE OF ENTRY INTO FORCE 1. 5.32

COUNTRIES	DATE OF RATIFICATION	NOTES
DENMARK	11. 2.32	
DOMINICAN REPUBLIC	5.12.56	
ECUADOR	6. 7.54	
FINLAND	13. 1.36	
FRANCE	24. 6.37	
GABON	14.10.60	
FEDERAL REPUBLIC OF GERMANY	13. 6.56	
GHANA	20. 5.57	
GREECE	13. 6.52	
REPUBLIC OF GUINEA	21. 1.59	
GUYANA	8. 6.66	
HAITI	4. 3.58	
HONDURAS	21. 2.57	
HUNGARY	8. 6.56	
ICELAND	17. 2.58	
INDIA	30.11.54	
INDONESIA	12. 6.50	
IRAN	10. 6.57	
IRAQ	27.11.62	
IRELAND	2. 3.31	
ISRAEL	7. 6.55	
ITALY	18. 6.34	
IVORY COAST	21.11.60	
JAMATCA	26.12.62	
JAPAN	21.11.32	
JORDAN	6. 6.66	
KENYA	13. 1.64	
KHMER REPUBLIC	24. 2.69	
KUWAIT	23. 9.68	

CONVENTION NO 29. FORCED LABOUR, 1930

DATE OF ENTRY INTO FORCE		1. 5.32
COUNTRIES	DATE OF RATIFICATION	NOTES
LAOS	23. 1.64	
LESOTHO	31.10.66	
LIBERIA	1. 5.31	
LIBYA	13. 6.61	
LUXEMBOURG	24. 7.64	
MALAGASY REPUBLIC	1.11.60	
MALAYSIA		
STATES OF MALAYA	11.11.57	
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	22. 9.60	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MAURITIUS	2.12.69	
MEXICO	12. 5.34	
MOROCCO	20. 5.57	
NETHERLANDS	31. 3.33	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NIGER	27. 2.61	
NIGERIA	17.10.60	
NORWAY	1. 7.32	
PAKISTAN	23.12.57	
PANAMA	16. 5.66	
PARAGUAY	28. 8.67	
PERU	1. 2.60	
POLAND	30. 7.58	
PORTUGAL	26. 6.56	

CONVENTION NO 29. FORCED LABOUR, 1930

DATE OF ENTRY INTO FORCE 1. 5.32

COUNTRIES	DATE OF RATIFICATION	NOTES
RUMANIA	28. 5.57	
SENEGAL	4.11.60	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC	18.11.60	
PDR OF YEMEN (ADEN)	14. 4.69	
SPAIN	29. 8.32	
SUDAN	18. 6.57	
SWEDEN	22.12.31	
SWITZERLAND	23. 5.40	
SYRIAN ARAB REPUBLIC	26. 7.60	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
THAILAND	26. 2.69	
TOGO	7. 6.60	
TRINIDAD AND TOBAGO	24. 5.63	
TUNISIA	17.12.62	
UGANDA	4. 6.63	
UKRAINIAN S.S.R.	10. 8.56	
USSR	23. 6.56	
UNITED ARAB REPUBLIC	29.11.55	
UNITED KINGDOM	3. 6.31	
UPPER VOLTA	21.11.60	
VENEZUELA	20.11.44	
VIET-NAM	6. 6.53	
YUGOSLAVIA	4. 3.33	
ZAMBIA	2.12.64	

CONVENTION NO 30. HOURS OF WORK (COMMERCE AND OFFICES), 1930

DATE OF ENTRY INTO FORCE 29. 8.33

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
AUSTRIA	16. 2.33	(C)
BULGARIA	22. 6.32	
CHILE	18.10.35	
COLOMBIA	4. 3.69	
CUBA	24. 2.36	
FINLAND	13. 1.36	
GUATEMALA	4. 8.61	
HAITI	31. 3.52	
IRAQ	26.11.62	
ISRAEL	26. 6.51	
KUWAIT	21. 9.61	
LUXEMBOURG	3. 3.58	
MEXICO	12. 5.34	
NEW ZEALAND	29. 3.38	
NICARAGUA	12. 4.34	
NORWAY	29. 6.53	
PANAMA	16. 2.59	
PARAGUAY	21. 3.66	
SPAIN	29. 8.32	
SYRIAN ARAB REPUBLIC	10. 5.60	
UNITED ARAB REPUBLIC	10. 5.60	
URUGUAY	6. 6.33	

CONVENTION NO 31. HOURS OF WORK (COAL MINES), 1931

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	24. 9.56	
SPAIN	29. 8.32	

CONVENTION NO 32. PROTECTION AGAINST ACCIDENTS (DOCKERS) (REVISED), 1932

DATE OF ENTRY INTO FORCE 30.10.34

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	14. 3.50	
BELGIUM	2. 7.52	
BULGARIA	29.12.49	
BYELORUSSIA	11. 3.70	
CANADA	6. 4.46	
CHILE	18.10.35	
CHINA	30.11.35	
CUBA	7. 9.54	
DENMARK	22. 6.70	
FINLAND	23. 8.49	
FRANCE	27. 5.55	
HONDURAS	17.11.64	
INDIA	10. 2.47	
ITALY	30.10.33	
KENYA	13. 1.64	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	12. 5.34	
NETHERLANDS	25. 8.64	
NEW ZEALAND	29. 3.38	
NIGERIA	16. 6.61	
NORWAY	23. 6.56	
PAKISTAN	10. 2.47	
PERU	4. 4.62	
SIERRA LEONE	15. 6.61	
SINGAPORE	25.10.65	
SPAIN	28. 7.34	

CONVENTION NO 32. PROTECTION AGAINST ACCIDENTS (DOCKERS) (REVISED), 1932

DATE OF ENTRY INTO FORCE 30.10.34

COUNTRIES	DATE OF RATIFICATION	NOTES
SWEDEN	3. 8.38	
TANZANIA		
TANGANYIKA	19.11.62	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
UNITED KINGDOM	10. 1.35	
URUGUAY	6. 6.33	

CONVENTION NO 33. MINIMUM AGE (NON-INDUSTRIAL EMPLOYMENT), 1932

DATE OF ENTRY INTO FORCE 6. 6.35

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
AUSTRIA	26. 2.36	
BELGIUM	6. 6.34	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CHAD	10.11.60	
CONGO (BRAZZAVILLE)	10.11.60	
CUBA	24. 2.36	(8)
DAHOMY	12.12.60	
FRANCE	29. 4.39	
GABON	14.10.60	
REPUBLIC OF GUINEA	21. 1.59	
IVORY COAST	21.11.60	
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
NETHERLANDS	12. 7.35	

CONVENTION NO 33. MINIMUM AGE (NON-INDUSTRIAL EMPLOYMENT), 1932

DATE OF ENTRY INTO FORCE		6. 6.35
COUNTRIES	DATE OF RATIFICATION	NOTES
NIGER	27. 2.61	
SENEGAL	4.11.60	
SPAIN	22. 6.34	
TOGO	7. 6.60	
UPPER VOLTA	21.11.60	
URUGUAY	6. 6.33	(B)

CONVENTION NO 34. FEE-CHARGING EMPLOYMENT AGENCIES, 1933

DATE OF ENTRY INTO FORCE		18.10.36
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
BULGARIA	29.12.49	
CHILE	18.10.35	
CZECHOSLOVAKIA	12. 6.50	
FINLAND	13. 1.36	(B)
MEXICO	21. 2.38	
NORWAY	4. 7.49	(B)
SPAIN	27. 4.35	
SWEDEN	1. 1.36	(B)
TURKEY	27.12.46	(B)

CONVENTION NO 35. OLD-AGE INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE		18. 7.37
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	17. 2.55	
BULGARIA	29.12.49	
CHILE	18.10.35	
CZECHOSLOVAKIA	1. 7.49	

CONVENTION NO 35. OLD-AGE INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE		18. 7.37
COUNTRIES	DATE OF RATIFICATION	NOTES
ECUADOR	5. 2.62	
FRANCE	23. 8.39	
ITALY	22.10.47	
MALTA	4. 1.65	
PERU	8.11.45	
POLAND	29. 9.48	
UNITED KINGDOM	18. 7.36	

CONVENTION NO 36. OLD-AGE INSURANCE (AGRICULTURE), 1933

DATE OF ENTRY INTO FORCE		19. 7.37
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	17. 2.55	
BULGARIA	29.12.49	
CHILE	18.10.35	
CZECHOSLOVAKIA	1. 7.49	
FRANCE	23. 8.39	
ITALY	22.10.47	
MALTA	4. 1.65	
PERU	1. 2.60	
POLAND	29. 9.48	
UNITED KINGDOM	18. 7.36	

CONVENTION NO 37. INVALIDITY INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE		18. 7.37
COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
CHILE	18.10.35	
CZECHOSLOVAKIA	1. 7.49	

CONVENTION NO 37. INVALIDITY INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE		18. 7.37
COUNTRIES	DATE OF RATIFICATION	NOTES
ECUADOR	5. 2.62	
FRANCE	23. 8.39	
ITALY	22.10.47	
PERU	8.11.45	
POLAND	29. 9.48	
UNITED KINGDOM	18. 7.36	

CONVENTION NO 38. INVALIDITY INSURANCE (AGRICULTURE), 1933

DATE OF ENTRY INTO FORCE		18. 7.37
COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
CHILE	18.10.35	
CZECHOSLOVAKIA	1. 7.49	
FRANCE	23. 8.39	
ITALY	22.10.47	
PERU	1. 2.60	
POLAND	29. 9.48	
UNITED KINGDOM	18. 7.36	

CONVENTION NO 39. SURVIVORS' INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE		8.11.46
COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
CZECHOSLOVAKIA	1. 7.49	
ECUADOR	5. 2.62	
ITALY	22.10.52	
PERU	8.11.45	
POLAND	29. 9.48	
UNITED KINGDOM	18. 7.36	

CONVENTION NO 40. SURVIVORS' INSURANCE (AGRICULTURE), 1933

DATE OF ENTRY INTO FORCE 29. 9.49

COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
CZECHOSLOVAKIA	1. 7.49	
ITALY	22.10.52	
PERU	1. 2.60	
POLAND	29. 9.48	
UNITED KINGDOM	18. 7.36	

CONVENTION NO 41. NIGHT WORK (WOMEN) (REVISED), 1934

DATE OF ENTRY INTO FORCE 22.11.36

COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	12. 6.39	
ARGENTINA	14. 3.50	
BELGIUM	4. 8.37	(B)
BRAZIL	8. 6.36	(B)
BURMA	22.11.35	(D)
CENTRAL AFRICAN REPUBLIC	27.10.60	
CEYLON	2. 9.50	(B)
CHAD	10.11.60	
CONGO (BRAZZAVILLE)	10.11.60	
DAHOMY	12.12.60	
FRANCE	25. 1.38	(B)
GABON	14.10.60	
GREECE	30. 5.36	(B)
REPUBLIC OF GUINEA	21. 1.59	(B)
HUNGARY	18.12.36	
INDIA	22.11.35	(B)
IRAQ	28. 3.38	(B)
IRELAND	15. 3.37	(B)
IVORY COAST	21.11.60	

CONVENTION NO 41. NIGHT WORK (WOMEN) (REVISED), 1934

DATE OF ENTRY INTO FORCE 22.11.36

COUNTRIES	DATE OF RATIFICATION	NOTES
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	(8)
MOROCCO	13. 6.56	
NETHERLANDS	9.12.35	(8)
NEW ZEALAND	29. 3.38	(8)
NIGER	27. 2.61	
PAKISTAN	22.11.35	(8)
PERU	8.11.45	
SENEGAL	4.11.60	(8)
REPUBLIC OF SOUTH AFRICA	28. 5.35	(8)
SWITZERLAND	4. 6.36	(8)
TOGO	7. 6.60	
UNITED ARAB REPUBLIC	11. 7.47	(8)
UNITED KINGDOM	25. 1.37	(8)
UPPER VOLTA	21.11.60	
VENEZUELA	20.11.44	

CONVENTION NO 42. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES) (REVISED), 1934

DATE OF ENTRY INTO FORCE 17. 6.36

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	14. 3.50	
AUSTRALIA	29. 4.59	
AUSTRIA	26. 2.36	
BARBADOS	8. 5.67	
BELGIUM	3. 8.49	(8)
BOLIVIA	19. 7.54	

CONVENTION NO 42. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES) (REVISED),
1934

DATE OF ENTRY INTO FORCE		17. 6.36
COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	8. 6.36	
BULGARIA	29.12.49	
BURMA	17. 5.57	
BURUNDI	11. 3.63	
CONGO (KINSHASA)	20. 9.60	(B)
CUBA	22.10.36	
CZECHOSLOVAKIA	1. 7.49	
DENMARK	22. 6.39	
FINLAND	20. 1.50	(B)
FRANCE	17. 5.48	
FEDERAL REPUBLIC OF GERMANY	17. 6.55	
GREECE	13. 6.52	
GUYANA	8. 6.66	
HAITI	19. 4.55	
HONDURAS	17.11.64	
HUNGARY	17. 6.35	
INDIA	13. 1.64	.
IRAQ	25. 7.41	
IRELAND	15. 3.37	(B)
ITALY	22.10.52	
JAPAN	6. 6.36	
LUXEMBOURG	3. 3.58	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	20. 5.37	
MOROCCO	20. 5.57	
NETHERLANDS	1. 9.39	(B)
NEW ZEALAND	29. 3.38	
NORWAY	21. 5.35	

CONVENTION NO 42. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES) (REVISED),
1934

DATE OF ENTRY INTO FORCE 17. 6.36

COUNTRIES	DATE OF RATIFICATION	NOTES
PANAMA	16. 2.59	
POLAND	29. 9.48	
RWANDA	18. 9.62	
REPUBLIC OF SOUTH AFRICA	26. 2.52	
SPAIN	24. 6.58	
SWEDEN	24. 2.37	(8)
TURKEY	27.12.46	
UNITED KINGDOM	29. 4.36	
URUGUAY	18. 3.54	

CONVENTION NO 43. SHEET-CLASS WORKS, 1934

DATE OF ENTRY INTO FORCE 13. 1.38

COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	4. 8.37	
BULGARIA	29.12.49	
CZECHOSLOVAKIA	19. 9.38	
FRANCE	5. 2.38	
IRELAND	15. 5.39	
MEXICO	9. 3.38	
NORWAY	21. 5.35	
PANAMA	19. 6.70	
UNITED KINGDOM	13. 1.37	(D)
URUGUAY	18. 3.54	

CONVENTION NO 44. UNEMPLOYMENT PROVISION, 1934

DATE OF ENTRY INTO FORCE 10. 6.38

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BULGARIA	29.12.49	
CYPRUS	8.10.65	

CONVENTION NO 44. UNEMPLOYMENT PROVISION, 1934

DATE OF ENTRY INTO FORCE 10. 6.38

COUNTRIES	DATE OF RATIFICATION	NOTES
CZECHOSLOVAKIA	12. 6.50	
FRANCE	21. 2.49	
IRELAND	10. 6.37	
ITALY	27.10.52	
NETHERLANDS	17. 1.66	
NEW ZEALAND	29. 3.38	
NORWAY	20. 5.57	
PERU	4. 4.62	
SWITZERLAND	14. 6.39	
UNITED KINGDOM	29. 4.36	

CONVENTION NO 45. UNDERGROUND WORK (WOMEN), 1935

DATE OF ENTRY INTO FORCE 30. 5.37

COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	14. 5.37	
ARGENTINA	14. 3.50	
AUSTRALIA	7.10.53	
AUSTRIA	3. 7.37	
BELGIUM	4. 8.37	
BRAZIL	22. 9.38	
BULGARIA	29.12.49	
BYELORUSSIA	4. 8.61	
CAMEROON		
EASTERN CAMEROON	29. 1.63	
WESTERN CAMEROON	3. 9.62	
CANADA	16. 9.66	
CEYLON	20.12.50	
CHILE	16. 3.46	

CONVENTION NO 45. UNDERGROUND WORK (WOMEN), 1935

DATE OF ENTRY INTO FORCE 30. 5.37

COUNTRIES	DATE OF RATIFICATION	NOTES
CHINA	2.12.36	
COSTA RICA	22. 3.60	
CUBA	14. 4.36	
CYPRUS	23. 9.60	
CZECHOSLOVAKIA	12. 6.50	
DOMINICAN REPUBLIC	12. 8.57	
ECUADOR	6. 7.54	
FINLAND	3. 3.38	
FRANCE	25. 1.38	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	15.11.54	
GHANA	20. 5.57	
GREECE	30. 5.36	
GUATEMALA	7. 3.60	
REPUBLIC OF GUINEA	12.12.66	
GUYANA	8. 6.66	
HAITI	5. 4.60	
HONDURAS	20. 6.60	
HUNGARY	19.12.38	
INDIA	25. 3.38	
INDONESIA	12. 6.50	
IRELAND	20. 8.36	
ITALY	22.10.52	
IVORY COAST	5. 5.61	
JAPAN	11. 6.56	
KENYA	13. 1.64	
LEBANON	26. 7.62	
LESOTHO	31.10.66	
LUXEMBOURG	3. 3.58	

CONVENTION NO 45. UNDERGROUND WORK (WOMEN), 1935

DATE OF ENTRY INTO FORCE 30. 5.37

COUNTRIES	DATE OF RATIFICATION	NOTES
MALAWI	22. 3.65	
MALAYSIA		
STATES OF MALAYA	11.11.57	
MEXICO	21. 2.38	
MOROCCO	20. 9.56	
NETHERLANDS	20. 2.37	
NEW ZEALAND	29. 3.38	
NIGERIA	17.10.60	
PAKISTAN	25. 3.38	
PANAMA	16. 2.59	
PERU	8.11.45	
POLAND	15. 6.57	
PORTUGAL	18.10.37	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER TRUST TERRITORY OF SOMALILAND	18.11.60	
REPUBLIC OF SOUTH AFRICA	25. 6.36	
SPAIN	24. 6.58	
SWEDEN	11. 7.36	(D)
SWITZERLAND	23. 5.40	
SYRIAN ARAB REPUBLIC	26. 7.60	
TANZANIA		
TANGANYIKA	30. 1.62	
TUNISIA	15. 5.57	
TURKEY	21. 4.38	
UGANDA	4. 6.63	
UKRAINIAN S.S.R.	4. 8.61	
USSR	4. 5.61	

CONVENTION NO 45. UNDERGROUND WORK (WOMEN), 1935

DATE OF ENTRY INTO FORCE 30. 5.37

COUNTRIES	DATE OF RATIFICATION	NOTES
UNITED ARAB REPUBLIC	11. 7.47	
UNITED KINGDOM	18. 7.36	
URUGUAY	18. 3.54	
VENEZUELA	20.11.44	
VIET-NAM	6. 6.53	
YUGOSLAVIA	21. 5.52	
ZAMBIA	2.12.64	

CONVENTION NO 46. HOURS OF WORK (COAL MINES) (REVISED), 1935

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
CUBA	14. 4.36	
MEXICO	1. 9.39	

CONVENTION NO 47. FORTY-HOUR WEEK, 1935

DATE OF ENTRY INTO FORCE 23. 6.57

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRALIA	22.10.70	
BYELORUSSIA	21. 8.56	
NEW ZEALAND	29. 3.38	
UKRAINIAN S.S.R.	10. 8.56	
USSR	23. 6.56	

CONVENTION NO 48. MAINTENANCE OF MIGRANTS' PENSION RIGHTS, 1935

DATE OF ENTRY INTO FORCE 10. 8.38

COUNTRIES	DATE OF RATIFICATION	NOTES
CZECHOSLOVAKIA	12. 6.50	(D)
HUNGARY	10. 8.37	
ISRAEL	16. 1.63	

CONVENTION NO 48. MAINTENANCE OF MIGRANTS' PENSION RIGHTS, 1935

DATE OF ENTRY INTO FORCE		10. 8.38
COUNTRIES	DATE OF RATIFICATION	NOTES
ITALY	22.10.52	
NETHERLANDS	6.10.38	
POLAND	21. 3.38	
SPAIN	8. 7.37	
YUGOSLAVIA	4. 1.46	

CONVENTION NO 49. REDUCTION OF HOURS OF WORK (GLASS-BOTTLE WORKS), 1935

DATE OF ENTRY INTO FORCE		10. 6.38
COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
CZECHOSLOVAKIA	19. 9.38	
FRANCE	25. 1.38	
IRELAND	10. 6.37	
MEXICO	21. 2.38	
NEW ZEALAND	29. 3.38	
NORWAY	21. 7.36	

CONVENTION NO 50. RECRUITING OF INDIGENOUS WORKERS, 1936

DATE OF ENTRY INTO FORCE		8. 9.39
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	14. 3.50	
BARBADOS	8. 5.67	
BELGIUM	26. 7.48	
BURUNDI	11. 3.63	
CAMEROON		
WESTERN CAMEROON	3. 9.62	
CONGO (KINSHASA)	20. 9.60	
GHANA	20. 5.57	

CONVENTION NO 50. RECRUITING OF INDIGENOUS WORKERS, 1936

	DATE OF ENTRY INTO FORCE	8. 9.39
COUNTRIES	DATE OF RATIFICATION	NOTES
GUYANA	8. 6.66	
JAMAICA	26.12.62	
JAPAN	8. 9.38	
KENYA	13. 1.64	
MALAWI	7. 6.66	
MALAYSIA		
STATES OF MALAYA	11.11.57	
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
MAURITIUS	2.12.69	
NEW ZEALAND	8. 7.47	
NIGERIA	17.10.60	
NORWAY	7. 7.37	
RWANDA	18. 9.62	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER BRITISH SOMALILAND	18.11.60	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TRINIDAD AND TOBAGO	24. 5.63	
UGANDA	4. 6.63	
UNITED KINGDOM	22. 5.39	
ZAMBIA	2.12.64	

CONVENTION NO 52. HOLIDAYS WITH PAY, 1936

	DATE OF ENTRY INTO FORCE	22. 9.39
COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ARGENTINA	14. 3.50	
BRAZIL	22. 9.38	
BULGARIA	29.12.49	
BURMA	21. 5.54	
BYELORUSSIA	6.11.56	
CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHAD	8. 6.61	
COLOMBIA	7. 6.63	
CUBA	20. 7.53	
CZECHOSLOVAKIA	12. 6.50	
DENMARK	22. 6.39	
DOMINICAN REPUBLIC	5.12.56	
FINLAND	23. 8.49	
FRANCE	23. 8.39	
GABON	13. 6.61	
GREECE	13. 6.52	
REPUBLIC OF GUINEA	12.12.66	
HUNGARY	8. 6.56	
IRAQ	12. 5.60	
ISRAEL	22. 8.51	
ITALY	22.10.52	
IVORY COAST	5. 5.61	
KUWAIT	21. 9.61	
LEBANON	26. 7.62	
LIBYA	20. 6.62	
MALAGASY REPUBLIC	10. 8.62	

CONVENTION NO 52. HOLIDAYS WITH PAY, 1936

DATE OF ENTRY INTO FORCE		22. 9.39
COUNTRIES	DATE OF RATIFICATION	NOTES
REPUBLIC OF MALI	12. 7.68	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	9. 3.38	
MOROCCO	20. 9.56	
NEW ZEALAND	10.11.50	
PANAMA	3. 6.58	
PARAGUAY	21. 3.66	
PERU	1. 2.60	
SENEGAL	22.10.62	
SYRIAN ARAB REPUBLIC	26. 7.60	
TUNISIA	15. 5.57	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED ARAB REPUBLIC	3. 7.54	
UPPER VOLTA	30. 6.69	
URUGUAY	18. 3.54	
VIET-NAM	6. 6.53	
YUGOSLAVIA	26. 3.53	

CONVENTION NO 53. OFFICERS' COMPETENCY CERTIFICATES, 1936

DATE OF ENTRY INTO FORCE		29. 3.39
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	17. 2.55	
BELGIUM	11. 4.38	
BRAZIL	12.10.38	
BULGARIA	29.12.49	
CHINA	10.12.64	
DENMARK	13. 7.38	

CONVENTION NO 53. OFFICERS' COMPETENCY CERTIFICATES, 1936

DATE OF ENTRY INTO FORCE 29. 3.39

COUNTRIES	DATE OF RATIFICATION	NOTES
FINLAND	8. 4.47	
FRANCE	19. 6.47	
ISRAEL	19. 6.69	
ITALY	22.10.52	
LIBERIA	9. 5.60	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	1. 9.39	
NEW ZEALAND	29. 3.38	
NORWAY	7. 7.37	
PANAMA	19. 6.70	
PERU	4. 4.62	
PHILIPPINES	17.11.60	
SYRIAN ARAB REPUBLIC	26. 7.60	
UNITED ARAB REPUBLIC	20. 5.39	
UNITED STATES	29.10.38	
YUGOSLAVIA	26. 5.61	

CONVENTION NO 54. HOLIDAYS WITH PAY (SEA), 1936

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	11. 4.38	(B)
BULGARIA	29.12.49	
FRANCE	19. 6.47	(B)
MEXICO	12. 6.47	
UNITED STATES	29.10.38	
URUGUAY	18. 3.54	

CONVENTION NO 55. SHIPOWNERS' LIABILITY (SICK AND INJURED SEAMEN), 1936

DATE OF ENTRY INTO FORCE 29.10.39

COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	11. 4.38	
BULGARIA	29.12.59	
FRANCE	19. 6.47	
GREECE	19. 6.68	
ITALY	22.10.52	
LIBERIA	9. 5.60	
MEXICO	15. 9.39	
MOROCCO	14. 3.58	
PERU	4. 4.62	
TUNISIA	14. 4.70	
UNITED STATES	29.10.38	

CONVENTION NO 56. SICKNESS INSURANCE (SEA), 1936

DATE OF ENTRY INTO FORCE 9.12.49

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BELGIUM	3. 8.49	
BULGARIA	29.12.49	
FRANCE	9.12.48	
FEDERAL REPUBLIC OF GERMANY	12.12.56	
NORWAY	6. 6.66	
PERU	4. 4.62	
UNITED KINGDOM	30. 9.44	
YUGOSLAVIA	13.10.58	

CONVENTION NO 57. HOURS OF WORK AND MANNING (SEA), 1936

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRALIA	24. 9.38	
BELGIUM	11. 4.38	
BULGARIA	29.12.49	
UNITED STATES	29.10.38	

CONVENTION NO 58. MINIMUM AGE (SEA) (REVISED), 1936

DATE OF ENTRY INTO FORCE 11. 4.39

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	17. 2.55	
BELGIUM	11. 4.38	
BRAZIL	12.10.38	
BULGARIA	29.12.49	
BYELORUSSIA	6.11.56	
CANADA	10. 9.51	
CEYLON	18. 5.59	
CHINA	10.12.64	
CUBA	20. 7.53	
DENMARK	4. 6.55	
FRANCE	9.12.48	
GHANA	20. 5.57	
GREECE	9.10.63	
GUATEMALA	30.10.61	
ICELAND	21. 8.56	
IRAQ	30.12.39	
ITALY	22.10.52	
JAMAICA	26.12.62	

CONVENTION NO 58. MINIMUM AGE (SEA) (REVISED), 1936

DATE OF ENTRY INTO FORCE 11. 4.39

COUNTRIES	DATE OF RATIFICATION	NOTES
JAPAN	22. 8.55	
KENYA	13. 1.64	
LIBERIA	9. 5.60	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MAURITIUS	2.12.69	
MEXICO	18. 7.52	
NETHERLANDS	8. 7.47	
NEW ZEALAND	7. 6.46	
NIGERIA	16. 6.61	
NORWAY	7. 7.37	
PANAMA	19. 6.70	
PERU	4. 4.62	
SIFRA LEONE	13. 6.61	
PDR OF YEMEN (ADEN)	14. 4.69	
SWEDEN	6. 1.39	
SWITZERLAND	21. 4.60	
TANZANIA		
ZANZIBAR	22. 6.64	
TUNISIA	14. 4.70	
TURKEY	29. 9.59	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED STATES	29.10.38	
URUGUAY	18. 3.54	
YUGOSLAVIA	5. 5.58	

CONVENTION NO 59. MINIMUM AGE (INDUSTRY) (REVISED), 1937

DATE OF ENTRY INTO FORCE 21. 2.41

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
BULGARIA	22. 7.60	
BYELORUSSIA	6.11.56	
CHINA	21. 2.40	
CUBA	7. 9.54	
GHANA	20. 5.57	
IRAQ	5. 7.60	
ITALY	22.10.52	
KENYA	13. 1.64	
LUXEMBOURG	3. 3.58	
MAURITIUS	2.12.69	
MONGOLIA	3. 6.69	
NEW ZEALAND	8. 7.47	
NIGERIA	16. 6.61	
NORWAY	26. 8.38	
PAKISTAN	26. 5.55	
PARAGUAY	21. 3.66	
PERU	4. 4.62	
PHILIPPINES	17.11.60	
STERRA LEONE	15. 6.61	
PDR OF YEMEN (ADEN)	14. 4.69	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TUNISIA	14. 4.70	
UKRAINTIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	

CONVENTION NO 60. MINIMUM AGE (NON-INDUSTRIAL EMPLOYMENT) (REVISED), 1937

DATE OF ENTRY INTO FORCE 29.12.50

COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
BYELORUSSIA	6.11.56	
CUBA	7. 9.54	
ITALY	22.10.52	
LUXEMBOURG	3. 3.58	
NEW ZEALAND	8. 7.47	(D)
PARAGUAY	21. 3.66	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	

CONVENTION NO 62. SAFETY PROVISIONS (BUILDING), 1937

DATE OF ENTRY INTO FORCE 4. 7.42

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BELGIUM	3.10.51	
BULGARIA	29.12.49	
BURUNDI	11. 3.63	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
COLOMBIA	4. 3.69	
CONGO (KINSHASA)	20. 9.60	
FINLAND	8. 4.47	
FRANCE	16.12.50	
FEDERAL REPUBLIC OF GERMANY	14. 6.55	
REPUBLIC OF GUINEA	12.12.66	
HONDURAS	17.11.64	
HUNGARY	8. 6.56	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	4. 7.41	

CONVENTION NO 62. SAFETY PROVISIONS (BUILDING), 1937

	DATE OF ENTRY INTO FORCE	4. 7.42
COUNTRIES	DATE OF RATIFICATION	NOTES
NETHERLANDS	2. 5.50	
PERU	4. 4.62	
POLAND	17. 4.50	
RWANDA	18. 9.62	
SPAIN	24. 6.58	
SWITZERLAND	23. 5.40	
TUNISIA	12. 1.59	
URUGUAY	18. 3.54	

CONVENTION NO 63. STATISTICS OF WAGES AND HOURS OF WORK, 1938

	DATE OF ENTRY INTO FORCE	22. 6.40
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
AUSTRALIA	5. 9.39	EXCLUDING PART(S) II
AUSTRIA	26.11.58	EXCLUDING PART(S) II, IV
BARBADOS	8. 5.67	EXCLUDING PART(S) III
BURMA	24.11.61	EXCLUDING PART(S) III, IV
CANADA	6. 4.46	
CEYLON	25. 8.52	EXCLUDING PART(S) IV
CHILE	10. 5.57	EXCLUDING PART(S) III
CUBA	7. 9.54	
CZECHOSLOVAKIA	12. 6.50	
DENMARK	22. 6.39	EXCLUDING PART(S) III
FINLAND	8. 4.47	EXCLUDING PART(S) III

CONVENTION NO 63. STATISTICS OF WAGES AND HOURS OF WORK, 1938

DATE OF ENTRY INTO FORCE 22. 6.40

COUNTRIES	DATE OF RATIFICATION	NOTES
FRANCE	28. 6.51	
FEDERAL REPUBLIC OF GERMANY	22. 6.54	
GUATEMALA	4. 8.61	
IRELAND	9.10.46	
KENYA	13. 1.64	
MAURITIUS	2.12.69	EXCLUDING PART(S) II
MEXICO	16. 7.42	
NETHERLANDS	9. 3.40	
NEW ZEALAND	18. 1.40	EXCLUDING PART(S) II
NORWAY	29. 3.40	EXCLUDING PART(S) III
REPUBLIC OF SOUTH AFRICA	8. 8.39	EXCLUDING PART(S) II, IV
SWEDEN	21. 6.39	EXCLUDING PART(S) III
SWITZERLAND	23. 5.40	EXCLUDING PART(S) III, IV
SYRIAN ARAB REPUBLIC	26. 7.60	EXCLUDING PART(S) III, IV
TANZANIA		
TANGANYIKA	19.11.62	EXCLUDING PART(S) II
ZANZIBAR	22. 6.64	
UNITED ARAB REPUBLIC	5.10.40	EXCLUDING PART(S) III, IV
UNITED KINGDOM	26. 5.47	
URUGUAY	18. 3.54	

CONVENTION NO 64. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE		8. 7.48
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	26. 7.48	
BURUNDI	11. 3.63	
CAMEROON		
WESTERN CAMEROON	3. 9.62	
CONGO (KINSHASA)	20. 9.60	
GHANA	20. 5.57	
GUYANA	8. 6.66	
JAMAICA	26.12.62	
KENYA	13. 1.64	
LESOTHO	31.10.66	
MALAWI	7. 6.66	
MALAYSIA		
STATES OF MALAYA	11.11.57	
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
MAURITIUS	2.12.69	
NEW ZEALAND	8. 7.47	
NIGERIA	17.10.60	
PANAMA	19. 6.70	
RWANDA	18. 9.62	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER BRITISH SOMALILAND	18.11.60	
PDR OF YEMEN (ADEN)	14. 4.69	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
UGANDA	4. 6.63	
UNITED KINGDOM	24. 8.43	
ZAMBIA	2.12.64	

CONVENTION NO 65. PENAL SANCTIONS (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE 8. 7.48

COUNTRIES	DATE OF RATIFICATION	NOTES
BARBADOS	8. 5.67	
CAMEROON		
WESTERN CAMEROON	3. 9.62	
GHANA	20. 5.57	
GUATEMALA	4. 8.61	
GUYANA	8. 6.66	
JAMAICA	26.12.62	
KENYA	13. 1.64	
LESOTHO	31.10.66	
LIBERIA	25. 5.62	
MALAWI	22. 3.65	
MALAYSIA		
STATES OF MALAYA	11.11.57	
STATE OF SARAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
MAURITIUS	2.12.69	
MOROCCO	27. 3.63	
NEW ZEALAND	8. 7.47	
NIGER	23. 3.62	
NIGERIA	17.10.60	
PANAMA	19. 6.70	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC	18.11.60	
PDR OF YEMEN (ADEN)	14. 4.69	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	

CONVENTION NO 65. PENAL SANCTIONS (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE		8. 7.48
COUNTRIES	DATE OF RATIFICATION	NOTES
TRINIDAD AND TOBAGO	24. 5.63	
TUNISIA	17.12.62	
UGANDA	4. 6.63	
UNITED KINGDOM	24. 8.43	
ZAMBIA	2.12.64	

CONVENTION NO 67. HOURS OF WORK AND REST PERIODS (ROAD TRANSPORT), 1939

DATE OF ENTRY INTO FORCE		18. 3.55
COUNTRIES	DATE OF RATIFICATION	NOTES
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CIABA	20. 7.53	
PERU	4. 4.62	
URUGUAY	18. 3.54	

CONVENTION NO 68. FOOD AND CATERING (SHIPS' CREWS), 1946

DATE OF ENTRY INTO FORCE		24. 3.57
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	24. 9.56	
BELGIUM	5.12.51	
BULGARIA	29.12.49	
CANADA	19. 3.51	
FRANCE	9.12.48	
IRELAND	12. 6.56	
ITALY	22.10.52	
NETHERLANDS	17. 6.58	
NORWAY	28. 1.57	
PERU	4. 4.62	
POLAND	13. 4.54	
PORTUGAL	13. 6.57	
UNITED KINGDOM	6. 8.53	

CONVENTION NO 69. CERTIFICATION OF SHIPS' COOKS, 1946

DATE OF ENTRY INTO FORCE 22. 4.53

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BELGIUM	5.12.51	
BULGARIA	29.12.49	
CANADA	19. 3.51	
FRANCE	9.12.48	
GHANA	18. 3.65	
GREECE	9.10.63	
IRELAND	16. 6.51	
ITALY	22.10.52	
NETHERLANDS	23. 2.51	
NORWAY	6. 3.52	
PERU	4. 4.62	
POLAND	13. 4.54	
PORTUGAL	13. 6.52	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
UNITED KINGDOM	29. 7.49	
YUGOSLAVIA	6. 3.61	

CONVENTION NO 70. SOCIAL SECURITY (SEAFARERS), 1946

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
FRANCE	9.12.48	
NETHERLANDS	22.12.61	
PERU	4. 4.62	
POLAND	8.10.56	
UNITED KINGDOM	20. 5.53	

CONVENTION NO 71. SEAFARERS' PENSIONS, 1946

DATE OF ENTRY INTO FORCE		10.10.62
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	17. 2.55	
BULGARIA	29.12.49	
FRANCE	9.12.48	
ITALY	10. 4.62	
NETHERLANDS	27. 8.57	
NORWAY	4. 7.49	
PERU	4. 4.62	

CONVENTION NO 72. PAID VACATIONS (SEAFARERS), 1946

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	(B)
BULGARIA	29.12.49	
CUBA	13. 1.54	(B)
FINLAND	23. 8.49	(B)
FRANCE	9.12.48	(B)

CONVENTION NO 73. MEDICAL EXAMINATION (SEAFARERS), 1946

DATE OF ENTRY INTO FORCE		17. 8.55
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	17. 2.55	
BELGIUM	5.12.51	
BULGARIA	29.12.49	
CANADA	19. 3.51	
CHINA	10.12.64	
FINLAND	15. 5.56	
FRANCE	9.12.48	

CONVENTION NO 73. MEDICAL EXAMINATION (SEAFARERS), 1946

DATE OF ENTRY INTO FORCE 17. 8.55

COUNTRIES	DATE OF RATIFICATION	NOTES
ITALY	22.10.52	
JAPAN	22. 8.55	
NETHERLANDS	17. 6.58	
NORWAY	17. 2.55	
PERU	4. 4.62	
POLAND	13. 4.54	
PORTUGAL	13. 6.52	
SWEDEN	9. 1.62	
TUNISIA	14. 4.70	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
URUGUAY	18. 3.54	
YUGOSLAVIA	25.11.66	

CONVENTION NO 74. CERTIFICATION OF ABLE SEAMEN, 1946

DATE OF ENTRY INTO FORCE 14. 7.51

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BARBADOS	8. 5.67	
BELGIUM	5.12.51	
CANADA	19. 3.51	
FRANCE	9.12.48	
GHANA	18. 3.65	
IRELAND	21. 6.57	
MAURITIUS	2.12.69	
NETHERLANDS	14. 7.50	
NEW ZEALAND	5.12.61	
POLAND	13. 4.54	

CONVENTION NO 74. CERTIFICATION OF ABLE SEAMEN, 1946

DATE OF ENTRY INTO FORCE 14. 7.51

COUNTRIES	DATE OF RATIFICATION	NOTES
PORTUGAL	13. 6.52	
UNITED ARAB REPUBLIC	30. 3.67	
UNITED KINGDOM	13. 5.52	
UNITED STATES	9. 4.53	
YUGOSLAVIA	22.12.61	

CONVENTION NO 75. ACCOMMODATION OF CREWS, 1946

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	29.12.49	
FINLAND	23. 8.49	(B)
FRANCE	9.12.48	(B)
NORWAY	4. 7.49	(B)
SWEDEN	21.10.47	(B)

CONVENTION NO 76. WAGES, HOURS OF WORK AND MANNING (SEA), 1946

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRALIA	25. 1.49	

CONVENTION NO 77. MEDICAL EXAMINATION OF YOUNG PERSONS (INDUSTRY), 1946

DATE OF ENTRY INTO FORCE 29.12.50

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	17. 2.55	
BULGARIA	29.12.49	

CONVENTION NO 77. MEDICAL EXAMINATION OF YOUNG PERSONS (INDUSTRY), 1946

DATE OF ENTRY INTO FORCE 29.12.50

COUNTRIES	DATE OF RATIFICATION	NOTES
BYELORUSSIA	6.11.56	
CAMEROON	25. 5.70	
CUBA	13. 1.54	
FRANCE	28. 6.51	
GUATEMALA	13. 2.52	
HAITI	12. 4.57	
HUNGARY	8. 6.56	
IRAQ	13. 1.51	
ISRAEL	23.12.53	
ITALY	22.10.52	
LUXEMBOURG	3. 3.58	
PARAGUAY	21. 3.66	
PERU	4. 4.62	
PHILIPPINES	17.11.60	
POLAND	11.12.47	
TUNISIA	14. 4.70	
UKRAINTIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	

CONVENTION NO 78. MEDICAL EXAMINATION OF YOUNG PERSONS (NON-INDUSTRIAL OCCUPATIONS), 1946

DATE OF ENTRY INTO FORCE 29.12.50

COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	17. 2.55	
BULGARIA	29.12.49	
BYELORUSSIA	6.11.56	

CONVENTION NO 78. MEDICAL EXAMINATION OF YOUNG PERSONS (NON-INDUSTRIAL OCCUPATIONS), 1946

DATE OF ENTRY INTO FORCE 29.12.50

COUNTRIES	DATE OF RATIFICATION	NOTES
CAMEROON	25. 5.70	
CUBA	7. 9.54	
FRANCE	28. 6.51	
GUATEMALA	13. 2.52	
HAITI	12. 4.57	
HONDURAS	20. 6.60	
HUNGARY	8. 6.56	
IRAQ	5. 7.60	
ISRAEL	23.12.53	
ITALY	22.10.52	
LUXEMBOURG	3. 3.58	
PANAMA	19. 6.70	
PARAGUAY	21. 3.66	
PERU	4. 4.62	
POLAND	11.12.47	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	

CONVENTION NO 79. NIGHT WORK OF YOUNG PERSONS (NON-INDUSTRIAL OCCUPATIONS), 1946

DATE OF ENTRY INTO FORCE 29.12.50

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	17. 2.55	
BULGARIA	29.12.49	
BYELORUSSIA	6.11.56	
CUBA	7. 9.54	
DOMINICAN REPUBLIC	22. 9.53	
GUATEMALA	13. 2.52	

CONVENTION NO 79. NIGHT WORK OF YOUNG PERSONS (NON-INDUSTRIAL OCCUPATIONS),
1946

DATE OF ENTRY INTO FORCE		29.12.50
COUNTRIES	DATE OF RATIFICATION	NOTES
ISRAEL	23.12.53	
ITALY	22.10.52	
LUXEMBOURG	3. 3.58	
PARAGUAY	21. 3.66	
PERU	4. 4.62	
POLAND	11.12.47	
UKRAINIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	

CONVENTION NO 80. FINAL ARTICLES REVISION, 1946

DATE OF ENTRY INTO FORCE		28. 5.47
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	14. 3.50	
AUSTRALIA	25. 1.49	
AUSTRIA	31. 3.49	
BELGIUM	3. 8.49	
BRAZIL	13. 4.48	
BULGARIA	7.11.55	
CANADA	31. 7.47	
CEYLON	19. 9.50	
CHILE	3.11.49	
CHINA	4. 8.47	
COLOMBIA	10. 6.47	
CUBA	20. 7.53	
CZECHOSLOVAKIA	12. 6.50	
DENMARK	30. 6.49	
DOMINICAN REPUBLIC	29. 8.47	
ETHIOPIA	23. 7.47	

CONVENTION NO 80. FINAL ARTICLES REVISION, 1946

DATE OF ENTRY INTO FORCE 28. 5.47

COUNTRIES	DATE OF RATIFICATION	NOTES
FINLAND	28. 6.47	
FRANCE	20. 1.48	
GREECE	13. 6.52	
GUATEMALA	1.10.47	
INDIA	17.11.47	
IRAQ	9. 9.47	
IRELAND	14. 6.47	
ITALY	11.12.47	
JAPAN	27. 5.54	
LUXEMBOURG	29.10.48	
MEXICO	20. 4.48	
MOROCCO	20. 5.57	
NETHERLANDS	15. 1.48	
NEW ZEALAND	8. 7.47	
NORWAY	5. 1.49	
PAKISTAN	25. 3.48	
PANAMA	13. 5.54	
PERU	4. 4.62	
POLAND	11.12.47	
REPUBLIC OF SOUTH AFRICA	19. 6.47	
SPAIN	24. 6.58	
SWEDEN	29. 5.47	
SWITZERLAND	22. 4.47	
SYRIAN ARAB REPUBLIC	26. 7.60	
THAILAND	5.12.47	
TURKEY	13. 7.49	
UNITED ARAB REPUBLIC	7. 6.49	
UNITED KINGDOM	29. 5.47	
UNITED STATES	24. 6.48	
URUGUAY	18. 3.54	
VENEZUELA	13. 9.48	

CONVENTION NO 80. FINAL ARTICLES REVISION, 1946

	DATE OF ENTRY INTO FORCE	28. 5.47
COUNTRIES	DATE OF RATIFICATION	NOTES
VIET-NAM	6. 6.53	
YUGOSLAVIA	21. 5.52	

CONVENTION NO 81. LABOUR INSPECTION, 1947

	DATE OF ENTRY INTO FORCE	7. 4.50
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	17. 2.55	
AUSTRIA	30. 4.49	
BARBADOS	8. 5.67	EXCLUDING PART II
BELGIUM	5. 4.57	
BRAZIL	25. 4.57	
BULGARIA	29.12.49	
CAMEROON		
EASTERN CAMERODN	25. 5.70	
WESTERN CAMERODN	3. 9.62	EXCLUDING PART II
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CEYLON	3. 4.56	
CHAD	30.11.65	
CHINA	13. 2.62	EXCLUDING PART II
COLOMBIA	13.11.67	EXCLUDING PART II
CONGO (KINSHASA)	19. 4.68	
COSTA RICA	2. 6.60	
CUBA	7. 9.54	
CYPRUS	23. 9.60	EXCLUDING PART II

CONVENTION NO 81. LABOUR INSPECTION, 1947

DATE OF ENTRY INTO FORCE		7. 4.50
COUNTRIES	DATE OF RATIFICATION	NOTES
DENMARK	6. 8.58	
DOMINICAN REPUBLIC	22. 9.53	
FINLAND	20. 1.50	
FRANCE	16.12.50	
FEDERAL REPUBLIC OF GERMANY	14. 6.55	
GHANA	7. 7.59	
GREECE	16. 6.55	
GUATEMALA	13. 2.57	
REPUBLIC OF GUINEA	26. 3.59	
GUYANA	8. 6.66	EXCLUDING PART II
HAITI	31. 3.52	
INDIA	7. 4.49	EXCLUDING PART II
IRAQ	13. 1.51	
IRELAND	16. 6.51	EXCLUDING PART II
ISRAEL	7. 6.55	
ITALY	22.10.52	
JAMATCA	26.12.62	EXCLUDING PART II
JAPAN	20.10.53	
JORDAN	27. 3.69	
KENYA	13. 1.64	
KUWAIT	23.11.64	
LEBANON	26. 7.62	
LUXEMBOURG	3. 3.58	
MALAWI	22. 3.65	

CONVENTION NO 81. LABOUR INSPECTION, 1947

DATE OF ENTRY INTO FORCE 7. 4.50

COUNTRIES	DATE OF RATIFICATION	NOTES
MALAYSA		
STATES OF MALAYA	1. 7.63	
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	2. 3.64	
MALTA	4. 1.65	EXCLUDING PART II
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MAURITIUS	2.12.69	
MOROCCO	14. 3.58	
NETHERLANDS	15. 9.51	
NEW ZEALAND	30.11.59	EXCLUDING PART II
NIGERIA	17.10.60	EXCLUDING PART II
NORWAY	5. 1.49	
PAKISTAN	10.10.53	
PANAMA	3. 6.58	
PARAGUAY	28. 8.67	
PERU	1. 2.60	
PORTUGAL	12. 2.62	
SENEGAL	22.10.62	
SIERRA LEONE	13. 6.61	EXCLUDING PART II
SINGAPORE	25.10.65	
SPAIN	30. 5.60	
SUDAN	22.10.70	
SWEDEN	25.11.49	
SWITZERLAND	13. 7.49	EXCLUDING PART II

CONVENTION NO 81. LABOUR INSPECTION, 1947

DATE OF ENTRY INTO FORCE		7. 4.50
COUNTRIES	DATE OF RATIFICATION	NOTES
SYRIAN ARAB REPUBLIC	26. 7.60	
TANZANIA		
TANGANYIKA	30. 1.62	EXCLUDING PART II
TUNISIA	15. 5.57	
TURKEY	5. 3.51	
UGANDA	4. 6.63	EXCLUDING PART II
UNITED ARAB REPUBLIC	11.10.56	
UNITED KINGDOM	28. 6.49	EXCLUDING PART II
VENEZUELA	21. 7.67	
VIET-NAM	6. 1.64	
YUGOSLAVIA	18. 8.55	

CONVENTION NO 82. SOCIAL POLICY (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE		19. 6.55
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	27. 1.55	
FRANCE	26. 7.54	
NEW ZEALAND	19. 6.54	
UNITED KINGDOM	27. 3.50	

CONVENTION NO 83. LABOUR STANDARDS (NON-METROPOLITAN TERRITORIES), 1947

THIS CONVENTION HAS NOT COME INTO FORCE		
COUNTRIES	DATE OF RATIFICATION	NOTES
UNITED KINGDOM	27. 3.50	

CONVENTION NO 84. RIGHT OF ASSOCIATION (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE 1. 7.53

COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	27. 1.55	
FRANCE	26. 7.54	
NEW ZEALAND	1. 7.52	
UNITED KINGDOM	27. 3.50	

CONVENTION NO 85. LABOUR INSPECTORATES (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE 26. 7.55

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRALIA	30. 9.54	
BELGIUM	27. 1.55	
FRANCE	26. 7.54	
UNITED KINGDOM	27. 3.50	

CONVENTION NO 86. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1947

DATE OF ENTRY INTO FORCE 13. 2.53

COUNTRIES	DATE OF RATIFICATION	NOTES
BARBADOS	8. 5.67	
ECUADOR	3.10.69	
GUATEMALA	13. 2.52	
GUYANA	8. 6.66	
JAMAICA	26.12.62	
KENYA	13. 1.64	
MALAWI	22. 3.65	
MALAYSIA		
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
MAURITIUS	2.12.69	

CONVENTION NO 86. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1947

DATE OF ENTRY INTO FORCE		13. 2.53
COUNTRIES	DATE OF RATIFICATION	NOTES
PANAMA	19. 6.70	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
PDR OF YEMEN (ADEN)	14. 4.69	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
UGANDA	4. 6.63	
UNITED KINGDOM	27. 3.50	
ZAMBIA	2.12.64	

CONVENTION NO 87. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE, 1948

DATE OF ENTRY INTO FORCE		4. 7.50
COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	18. 1.60	
AUSTRIA	18.10.50	
BARBADOS	8. 5.67	
BELGIUM	23.10.51	
BOLIVIA	4. 1.65	
BULGARIA	8. 6.59	
BURMA	4. 3.55	
BYELORUSSIA	6.11.56	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	3. 9.62	
CENTRAL AFRICAN REPUBLIC	27.10.60	

CONVENTION NO 87. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE, 1948

DATE OF ENTRY INTO FORCE 4. 7.50

COUNTRIES	DATE OF RATIFICATION	NOTES
CHAD	10.11.60	
CONGO (BRAZZAVILLE)	10.11.60	
COSTA RICA	2. 6.60	
CUBA	25. 6.52	
CYPRUS	24. 5.66	
CZECHOSLOVAKIA	21. 1.64	
DAHOMEY	12.12.60	
DENMARK	13. 6.51	
DOMINICAN REPUBLIC	5.12.56	
ECUADOR	29. 5.67	
ETHIOPIA	4. 6.63	
FINLAND	20. 1.50	
FRANCE	28. 6.51	
GABON	14.10.60	
FEDERAL REPUBLIC OF GERMANY	20. 3.57	
GHANA	2. 6.65	
GREECE	30. 3.62	
GUATEMALA	13. 2.52	
REPUBLIC OF GUINEA	21. 1.59	
GUAYANA	25. 9.67	
HONDURAS	27. 6.56	
HUNGARY	6. 6.57	
ICELAND	19. 8.50	
IRELAND	4. 6.55	
ISRAEL	28. 1.57	
ITALY	13. 5.58	
IVORY COAST	21.11.60	
JAMATCA	26.12.62	

CONVENTION NO 87. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO
ORGANISE, 1948

	DATE OF ENTRY INTO FORCE	4. 7.50
COUNTRIES	DATE OF RATIFICATION	NOTES
JAPAN	14. 6.65	
KUWAIT	21. 9.61	
LESOTHO	31.10.66	
LIBERIA	25. 5.62	
LUXEMBOURG	3. 3.58	
MALAGASY REPUBLIC	1.11.60	
REPUBLIC OF MALI	22. 9.60	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MEXICO	1. 4.50	
MONGOLIA	3. 6.69	
NETHERLANDS	7. 3.50	
NICARAGUA	31.10.67	
NIGER	27. 2.61	
NIGERIA	17.10.60	
NORWAY	4. 7.49	
PAKISTAN	14. 2.51	
PANAMA	3. 6.58	
PARAGUAY	28. 6.62	
PERU	2. 3.60	
PHILIPPINES	29.12.53	
POLAND	25. 2.57	
RUMANIA	28. 5.57	
SENEGAL	4.11.60	
SIERRA LEONE	15. 6.61	
SWEDEN	25.11.49	
SYRIAN ARAB REPUBLIC	26. 7.60	
TOGO	7. 6.60	
TRINIDAD AND TOBAGO	24. 5.63	

CONVENTION NO 87. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE, 1948

DATE OF ENTRY INTO FORCE		4. 7.50
COUNTRIES	DATE OF RATIFICATION	NOTES
TUNISIA	18. 6.57	
UKRAINTAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED ARAB REPUBLIC	6.11.57	
UNITED KINGDOM	27. 6.49	
UPPER VOLTA	21.11.60	
URUGUAY	18. 3.54	
YUGOSLAVIA	23. 7.58	

CONVENTION NO 88. EMPLOYMENT SERVICE, 1948

DATE OF ENTRY INTO FORCE		10. 8.50
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
ARGENTINA	24. 9.56	
AUSTRALIA	24.12.49	
BELGIUM	16. 3.53	
BRAZIL	25. 4.57	
BULGARIA	29.12.49	(D)
CANADA	24. 8.50	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
COLOMBIA	31.10.67	
CONGO (KINSHASA)	16. 6.69	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
CYPRUS	23. 9.60	
CZECHOSLOVAKIA	12. 6.50	
DOMINICAN REPUBLIC	22. 9.53	
ETHIOPIA	4. 6.63	

CONVENTION NO 88. EMPLOYMENT SERVICE, 1948

DATE OF ENTRY INTO FORCE 10. 8.50

COUNTRIES	DATE OF RATIFICATION	NOTES
FRANCE	15.10.52	
FEDERAL REPUBLIC OF GERMANY	22. 6.54	
GHANA	4. 4.61	
GREECE	16. 6.55	
GUATEMALA	13. 2.52	
INDIA	24. 6.59	
IRAQ	22. 6.51	
IRELAND	29.10.69	
ISRAEL	21. 8.59	
ITALY	22.10.52	
JAPAN	20.10.53	
KENYA	13. 1.64	
LIBYA	20. 6.62	
LUXEMBOURG	3. 3.58	
MALTA	4. 1.65	
NETHERLANDS	7. 3.50	
NEW ZEALAND	3.12.49	
NIGERIA	16. 6.61	
NORWAY	4. 7.49	
PANAMA	19. 6.70	
PERU	6. 4.62	
PHILIPPINES	29.12.53	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SPAIN	30. 5.60	
SWEDEN	25.11.49	
SWITZERLAND	19. 1.52	
SYRIAN ARAB REPUBLIC	26. 7.60	

CONVENTION NO 88. EMPLOYMENT SERVICE, 1948

DATE OF ENTRY INTO FORCE 10. 8.50

COUNTRIES	DATE OF RATIFICATION	NOTES
TANZANIA		
TANGANYIKA	30. 1.62	
THAILAND	26. 2.69	
TUNISIA	11.10.68	
TURKEY	14. 7.50	
UNITED ARAB REPUBLIC	3. 7.54	
UNITED KINGDOM	10. 8.49	
VENEZUELA	16.11.64	
YUGOSLAVIA	23. 7.58	

CONVENTION NO 89. NIGHT WORK (WOMEN) (REVISED), 1948

DATE OF ENTRY INTO FORCE 27. 2.51

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
AUSTRIA	5.10.50	
BELGIUM	1. 4.52	
BRAZIL	25. 4.57	
BURUNDI	11. 3.63	
CAMEROON	25. 5.70	
CEYLON	31. 3.66	
CONGO (KINSHASA)	20. 9.60	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
CYPRUS	8.10.65	
CZECHOSLOVAKIA	12. 6.50	
DOMINICAN REPUBLIC	22. 9.53	
FRANCE	21. 9.53	
GHANA	2. 7.59	

CONVENTION NO 89. NIGHT WORK (WOMEN) (REVISED), 1948

DATE OF ENTRY INTO FORCE 27. 2.51

COUNTRIES	DATE OF RATIFICATION	NOTES
GREECE	27. 4.59	
GUATEMALA	13. 2.52	
REPUBLIC OF GUINEA	12.12.66	
INDIA	27. 2.50	
IRAQ	17.11.67	
IRELAND	14. 1.52	
ITALY	22.10.52	
KENYA	30.11.65	
KUWAIT	21. 9.61	
LEBANON	26. 7.62	
LIBYA	20. 6.62	
LUXEMBOURG	3. 3.58	
MALAWI	22. 3.65	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
NETHERLANDS	22.10.54	
NEW ZEALAND	10.11.50	
PAKISTAN	14. 2.51	
PANAMA	19. 6.70	
PARAGUAY	21. 3.66	
PHILIPPINES	29.12.53	
PORTUGAL	2. 6.64	
RUMANIA	28. 5.57	
RWANDA	18. 9.62	
SENEGAL	22.10.62	
REPUBLIC OF SOUTH AFRICA	2. 3.50	
SPAIN	24. 6.58	
SWITZERLAND	6. 5.50	
SYRIAN ARAB REPUBLIC	1.12.49	

CONVENTION NO 89. NIGHT WORK (WOMEN) (REVISED), 1948

DATE OF ENTRY INTO FORCE 27. 2.51

COUNTRIES	DATE OF RATIFICATION	NOTES
TUNISIA	15. 5.57	
UNITED ARAB REPUBLIC	26. 7.60	
URUGUAY	18. 3.54	
VIET-NAM	26.10.65	
YUGOSLAVIA	20. 6.56	
ZAMBIA	22. 2.65	

CONVENTION NO 90. NIGHT WORK OF YOUNG PERSONS (INDUSTRY) (REVISED), 1948

DATE OF ENTRY INTO FORCE 12. 6.51

COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	24. 9.56	
BYELORUSSIA	6.11.56	
CAMEROON	25. 5.70	
CEYLON	18. 5.59	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
CYPRUS	8.10.65	
CZECHOSLOVAKIA	12. 6.50	
DOMINICAN REPUBLIC	12. 8.57	
GHANA	4. 4.61	
GREECE	30. 3.62	
GUATEMALA	13. 2.52	
REPUBLIC OF GUINEA	12.12.66	
HAITI	12. 4.57	
INDIA	27. 2.50	
ISRAEL	23.12.53	
ITALY	27.10.52	
LEBANON	26. 7.62	
LUXEMBOURG	3. 3.58	

CONVENTION NO 90. NIGHT WORK OF YOUNG PERSONS (INDUSTRY) (REVISED), 1948

DATE OF ENTRY INTO FORCE		12. 6.51
COUNTRIES	DATE OF RATIFICATION	NOTES
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	20. 6.56	
NETHERLANDS	22.10.54	
NORWAY	20. 5.57	
PAKISTAN	14. 2.51	
PARAGUAY	21. 3.66	
PERU	4. 4.62	
PHILIPPINES	29.12.53	
POLAND	26. 6.68	
TUNISIA	26. 4.61	
UKRAINTAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	
YUGOSLAVIA	20. 2.57	

CONVENTION NO 91. PAID VACATIONS (SEAFARERS) (REVISED), 1949

DATE OF ENTRY INTO FORCE		14. 9.67
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BELGIUM	30. 8.62	
BRAZIL	18. 6.65	
CHINA	14. 3.67	
CUBA	29. 4.52	
FINLAND	22.12.51	
FRANCE	26.10.51	
ICELAND	15. 7.52	
ISRAEL	30. 7.53	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	

CONVENTION NO 91. PAID VACATIONS (SEAFARERS) (REVISED), 1949

DATE OF ENTRY INTO FORCE 14. 9.67

COUNTRIES	DATE OF RATIFICATION	NOTES
NETHERLANDS	22.12.61	
NORWAY	29. 6.50	
POLAND	8.10.56	
PORTUGAL	29. 7.52	
TUNISIA	14. 4.70	
YUGOSLAVIA	11. 8.67	

CONVENTION NO 92. ACCOMMODATION OF CREWS (REVISED), 1949

DATE OF ENTRY INTO FORCE 29. 1.53

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
BELGIUM	30. 8.62	
BRAZIL	8. 6.54	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
DENMARK	30. 9.50	
FINLAND	22.12.51	
FRANCE	26.10.51	
GHANA	18. 3.65	
IRELAND	21. 7.52	
NETHERLANDS	17. 6.58	
NORWAY	29. 6.50	
POLAND	13. 4.54	
PORTUGAL	29. 7.52	
SWEDEN	18. 7.50	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
UNITED KINGDOM	6. 8.53	
YUGOSLAVIA	25.11.66	

CONVENTION NO 93. WAGES, HOURS OF WORK AND MANNING (SEA) (REVISED), 1949

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRALIA	3. 3.54	
BRAZIL	18. 6.65	
CUBA	29. 4.52	
PHILIPPINES	29.12.53	
URUGUAY	18. 3.54	

CONVENTION NO 94. LABOUR CLAUSES (PUBLIC CONTRACTS), 1949

DATE OF ENTRY INTO FORCE 20. 9.52

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
AUSTRIA	10.11.51	
BARBADOS	8. 5.67	
BELGIUM	13.10.52	
BRAZIL	18. 6.65	
BULGARIA	7.11.55	
BURUNDI	11. 3.63	
CAMEROON		
EASTERN CAMEROON	29. 1.63	
WESTERN CAMEROON	3. 9.62	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CONGO (KINSHASA)	20. 9.60	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
CYPRUS	23. 9.60	
DENMARK	15. 8.55	
FINLAND	22.12.51	
FRANCE	20. 9.51	
GHANA	4. 4.61	
GUATEMALA	13. 2.52	

CONVENTION NO 94. LABOUR CLAUSES (PUBLIC CONTRACTS), 1949

DATE OF ENTRY INTO FORCE 20. 9.52

COUNTRIES	DATE OF RATIFICATION	NOTES
REPUBLIC OF GUINEA	12.12.66	
GUJANA	8. 6.66	
ISRAEL	30. 3.53	
ITALY	22.10.52	
JAMAICA	26.12.62	
KENYA	13. 1.64	
MALAYSIA		
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MAURITIUS	2.12.69	
MOROCCO	20. 9.56	
NETHERLANDS	20. 5.52	
NIGERIA	17.10.60	
PHILIPPINES	29.12.53	
RWANDA	18. 9.62	
SIERRA LEONE	15. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER BRITISH SOMALILAND	18.11.60	
PDR OF YEMEN (ADEN)	14. 4.69	
SYRIAN ARAB REPUBLIC	7. 6.57	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TURKEY	29. 3.61	
UGANDA	4. 6.63	
UNITED ARAB REPUBLIC	26. 7.60	
UNITED KINGDOM	30. 6.50	
URUGUAY	18. 3.54	

CONVENTION NO 95. PROTECTION OF WAGES, 1949

DATE OF ENTRY INTO FORCE 24. 9.52

COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	7. 1.57	
ALGERIA	19.10.62	
ARGENTINA	24. 9.56	
AUSTRIA	10.11.51	
BARBADOS	8. 5.67	
BELGIUM	22. 4.70	
BRAZIL	25. 4.57	
BULGARIA	7.11.55	
BYELORUSSIA	4. 8.61	
CAMEROON		
EASTERN CAMEROON	7. 6.60	
WESTERN CAMEROON	3. 9.62	
CENTRAL AFRICAN REPUBLIC	27.10.60	
CHAD	10.11.60	
CHINA	16.11.62	
COLOMBIA	7. 6.63	
CONGO (BRAZZAVILLE)	10.11.60	
CONGO (KINSHASA)	16. 6.69	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
CYPRUS	23. 9.60	
CAHOMFY	12.12.60	
ECUADOR	6. 7.54	
FRANCE	15.10.52	
GABON	14.10.60	
GREECE	16. 6.55	
GUATEMALA	13. 2.52	
REPUBLIC OF GUINFA	21. 1.59	

CONVENTION NO 95. PROTECTION OF WAGES, 1949

DATE OF ENTRY INTO FORCE 24. 9.52

COUNTRIES	DATE OF RATIFICATION	NOTES
GUYANA	8. 6.66	
HONDURAS	20. 6.60	
HUNGARY	8. 6.56	
IRAQ	12. 5.60	
ISRAEL	12. 1.59	
ITALY	22.10.52	
IVORY COAST	21.11.60	
LIBYA	20. 6.62	
MALAGASY REPUBLIC	1.11.60	
MALAYSIA		
STATES OF MALAYA	17.11.61	
STATE OF SARAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	22. 9.60	
MALTA	4. 1.65	
ISLAMIC REPUBLIC OF MAURITANIA	20. 6.61	
MAURITIUS	2.12.69	
MEXICO	27. 9.55	
NETHERLANDS	20. 5.52	
NIGER	27. 2.61	
NIGERIA	17.10.60	
NORWAY	29. 6.50	
PANAMA	19. 6.70	
PARAGUAY	21. 3.66	
PHILIPPINES	29.12.53	
POLAND	25.10.54	
SENEGAL	4.11.60	
SIERRA LEONE	15. 6.61	

CONVENTION NO 95. PROTECTION OF WAGES, 1949

DATE OF ENTRY INTO FORCE		24. 9.52
COUNTRIES	DATE OF RATIFICATION	NOTES
SOMALI REPUBLIC		
FORMER BRITISH SOMALILAND	18.11.60	
PDR OF YEMEN (ADEN)	14. 4.69	
SPAIN	24. 6.58	
SUDAN	22.10.70	
SYRIAN ARAB REPUBLIC	7. 6.57	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	
TOGO	7. 6.60	
TUNISIA	28. 5.58	
TURKEY	29. 3.61	
UGANDA	4. 6.63	
UKRAINIAN S.S.R.	4. 8.61	
USSR	4. 5.61	
UNITED ARAB REPUBLIC	26. 7.60	
UNITED KINGDOM	24. 9.51	
UPPER VOLTA	21.11.60	
URUGUAY	18. 3.54	

CONVENTION NO 96. FEE-CHARGING EMPLOYMENT AGENCIES (REVISED), 1949

DATE OF ENTRY INTO FORCE		18. 7.51
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	PART(S) II
BELGIUM	4. 7.58	PART(S) II
BOLIVIA	19. 7.54	PART(S) II
BRAZIL	21. 6.57	PART(S) II

CONVENTION NO 96. FEE-CHARGING EMPLOYMENT AGENCIES (REVISED), 1949

DATE OF ENTRY INTO FORCE		18. 7.51
COUNTRIES	DATE OF RATIFICATION	NOTES
CEYLON	30. 4.58	PART(S) III
COSTA RICA	2. 6.60	PART(S) II
CUBA	3. 2.53	PART(S) II
FINLAND	22.12.51	PART(S) II
FRANCE	10. 3.53	PART(S) II
GABON	13. 6.61	PART(S) II
FEDERAL REPUBLIC OF GERMANY	8. 9.54	PART(S) II
GUATEMALA	3. 1.53	PART(S) II
ISRAEL	19. 6.61	PART(S) III
ITALY	9. 1.53	PART(S) II
IVORY COAST	22. 5.61	PART(S) II
JAPAN	11. 6.56	PART(S) III
LIBYA	20. 6.62	PART(S) II
LUXEMBOURG	15.12.58	PART(S) II
ISLAMIC REPUBLIC OF MAURITANIA	31. 3.64	PART(S) II
NETHERLANDS	20. 5.52	PART(S) II
NORWAY	29. 6.50	PART(S) II
PAKISTAN	26. 5.52	PART(S) II
POLAND	25.10.54	PART(S) II

CONVENTION NO 96. FEE-CHARGING EMPLOYMENT AGENCIES (REVISED), 1949

DATE OF ENTRY INTO FORCE		19. 7.51
COUNTRIES	DATE OF RATIFICATION	NOTES
SENEGAL	22.10.62	PART(S) III
SWEDEN	18. 7.50	PART(S) II
SYRIAN ARAB REPUBLIC	7. 6.57	PART(S) II
TURKEY	23. 1.52	PART(S) III
UNITED ARAB REPUBLIC	26. 7.60	PART(S) II

CONVENTION NO 97. MIGRATION FOR EMPLOYMENT (REVISED), 1949

DATE OF ENTRY INTO FORCE		22. 1.52
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	EXCLUDING ANNEX(ES) II
BARBADOS	8. 5.67	EXCLUDING ANNEX(ES) I, II, III
BELGIUM	27. 7.53	
BRAZIL	18. 6.65	
CAMEROON		
WESTERN CAMEROON	3. 9.62	EXCLUDING ANNEX(ES) I, II, III
CUBA	29. 4.52	
CYPRUS	23. 9.60	EXCLUDING ANNEX(ES) I, II, III
FRANCE	29. 3.54	EXCLUDING ANNEX(ES) II
FEDERAL REPUBLIC OF GERMANY	22. 6.59	
GUATEMALA	13. 2.52	
GUYANA	8. 6.66	EXCLUDING ANNEX(ES) I, II, III
ISRAEL	30. 3.53	
ITALY	22.10.52	

CONVENTION NO 97. MIGRATION FOR EMPLOYMENT (REVISED), 1949

DATE OF ENTRY INTO FORCE 22. 1.52

COUNTRIES	DATE OF RATIFICATION	NOTES
JAMAICA	26.12.62	EXCLUDING ANNEX(ES) I, II, III
KENYA	30.11.65	EXCLUDING ANNEX(ES) I, II, III
MALAWI	22. 3.65	
MALAYSIA		
STATE OF SABAH	3. 3.64	EXCLUDING ANNEX(ES) I, II, III
MAURITIUS	2.12.69	EXCLUDING ANNEX(ES) I, II, III
NETHERLANDS	20. 5.52	
NEW ZEALAND	10.11.50	EXCLUDING ANNEX(ES) I
NIGERIA	17.10.60	EXCLUDING ANNEX(ES) I, II, III
NORWAY	17. 2.55	
SPAIN	21. 3.67	
TANZANIA		
ZANZIBAR	22. 6.64	EXCLUDING ANNEX(ES) I, II, III
TRINIDAD AND TOBAGO	24. 5.63	EXCLUDING ANNEX(ES) I, II, III
UNITED KINGDOM	22. 1.51	EXCLUDING ANNEX(ES) I, III
UPPER VOLTA	9. 6.61	
URUGUAY	18. 3.54	
YUGOSLAVIA	4.12.68	EXCLUDING ANNEX(ES) III
ZAMBIA	2.12.64	EXCLUDING ANNEX(ES) I, II, III

CONVENTION NO 98. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING, 1949

DATE OF ENTRY INTO FORCE		18. 7.51
COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	24. 9.56	
AUSTRIA	10.11.51	
BARBADOS	8. 5.67	
BELGIUM	10.12.53	
BRAZIL	18.11.52	
BULGARIA	8. 6.59	
BYELORUSSIA	6.11.56	
CAMEROON		
EASTERN CAMEROON	29. 1.63	
WESTERN CAMEROON	3. 9.62	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHAD	8. 6.61	
CHINA	11.10.62	
CONGO (KINSHASA)	16. 6.69	
COSTA RICA	2. 6.60	
CUBA	29. 4.52	
CYPRUS	24. 5.66	
CZECHOSLOVAKIA	21. 1.64	
DAHOMEY	16. 5.68	
DENMARK	15. 8.55	
DOMINICAN REPUBLIC	22. 9.53	
ECUADOR	28. 5.59	
ETHIOPIA	4. 6.63	
FINLAND	22.12.51	
FRANCE	26.10.51	
GABON	29. 5.61	

CONVENTION NO 98. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING, 1949

DATE OF ENTRY INTO FORCE 18. 7.51

COUNTRIES	DATE OF RATIFICATION	NOTES
FEDERAL REPUBLIC OF GERMANY	8. 6.56	
GHANA	2. 7.59	
GREECE	30. 3.62	
GUATEMALA	13. 2.52	
REPUBLIC OF GUINEA	26. 3.59	
GUYANA	8. 6.66	
HAITI	12. 4.57	
HONDURAS	27. 6.56	
HUNGARY	6. 6.57	
ICELAND	15. 7.52	
INDONESIA	15. 7.57	
IRAQ	27.11.62	
IRELAND	4. 6.55	
ISRAEL	28. 1.57	
ITALY	13. 5.58	
IVORY COAST	5. 5.61	
JAMAICA	26.12.62	
JAPAN	20.10.53	
JORDAN	12.12.68	
KENYA	13. 1.64	
LESOTHO	31.10.66	
LIBERIA	25. 5.62	
LIBYA	20. 6.62	
LUXEMBOURG	3. 3.58	
MALAWI	22. 3.65	
MALAYSIA		
STATES OF MALAYA	5. 6.61	
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	

CONVENTION NO 98. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING, 1949

DATE OF ENTRY INTO FORCE 18. 7.51

COUNTRIES	DATE OF RATIFICATION	NOTES
REPUBLIC OF MALI	2. 3.64	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MONGOLIA	3. 6.69	
MOROCCO	20. 5.57	
NICARAGUA	31.10.67	
NIGER	23. 3.62	
NIGERIA	17.10.60	
NORWAY	17. 2.55	
PAKISTAN	26. 5.52	
PANAMA	16. 5.66	
PARAGUAY	21. 3.66	
PERU	13. 3.64	
PHILIPPINES	29.12.53	
POLAND	25. 2.57	
PORTUGAL	1. 7.64	
RUMANIA	26.11.59	
SENEGAL	28. 7.61	
SIERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SUDAN	14. 4.69	
SUDAN	18. 6.57	
SWEDEN	18. 7.50	
SYRIAN ARAB REPUBLIC	7. 6.57	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	

CONVENTION NO 98. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING, 1949

DATE OF ENTRY INTO FORCE 18. 7.51

COUNTRIES	DATE OF RATIFICATION	NOTES
TRINIDAD AND TOBAGO	24. 5.63	
TUNISIA	15. 5.57	
TURKEY	23. 1.52	
UGANDA	4. 6.63	
UKRAINTIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
UNITED ARAB REPUBLIC	3. 7.54	
UNITED KINGDOM	30. 6.50	
UPPER VOLTA	16. 4.47	
URUGUAY	19. 3.54	
VENEZUELA	19.12.68	
VIET-NAM	6. 1.64	
YUGOSLAVIA	23. 7.58	

CONVENTION NO 99. MINIMUM WAGE-FIXING MACHINERY (AGRICULTURE), 1951

DATE OF ENTRY INTO FORCE 23. 8.53

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
AUSTRALIA	19. 6.69	
AUSTRIA	29.10.53	
BELGIUM	17.10.68	
BRAZIL	25. 4.57	
CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CEYLON	5. 4.54	
COLOMBIA	4. 3.69	
COSTA RICA	2. 6.60	
CUBA	13. 1.54	

CONVENTION NO. 99. MINIMUM WAGE-FIXING MACHINERY (AGRICULTURE), 1951

DATE OF ENTRY INTO FORCE 23. 8.53

COUNTRIES	DATE OF RATIFICATION	NOTES
CZECHOSLOVAKIA	21. 1.64	
FRANCE	29. 3.54	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	25. 2.54	
GUATEMALA	4. 9.61	
REPUBLIC OF GUINEA	12.12.66	
HUNGARY	18. 6.69	
IVORY COAST	5. 5.61	
MALAWI	22. 3.65	
MALTA	28.11.69	
MAURITIUS	2.12.69	
MEXICO	23. 8.52	
MOROCCO	14.10.60	
NETHERLANDS	11. 6.54	
NEW ZEALAND	1. 7.52	
PARAGUAY	24. 6.64	
PERU	1. 2.60	
PHILIPPINES	29.12.53	
SENEGAL	22.10.62	
SERRA LEONE	13. 6.61	
SPAIN	4. 6.70	
SYRIAN ARAB REPUBLIC	10. 8.65	
TUNISIA	12. 1.59	
TURKEY	23. 6.70	
UNITED KINGDOM	9. 6.53	
URUGUAY	18. 3.54	

CONVENTION NO 100. EQUAL REMUNERATION, 1951

DATE OF ENTRY INTO FORCE		23. 5.53
COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	22. 8.69	
ALBANIA	3. 6.57	
ALGERIA	19.10.62	
ARGENTINA	24. 9.56	
AUSTRIA	29.10.53	
BELGIUM	23. 5.52	
BRAZIL	25. 4.57	
BULGARIA	7.11.55	
BYELORUSSIA	21. 8.56	
CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHAD	29. 3.66	
CHINA	1. 5.58	
COLOMBIA	7. 6.63	
CONGO (KINSHASA)	16. 6.69	
COSTA RICA	2. 6.60	
CUBA	13. 1.54	
CZECHOSLOVAKIA	30.10.57	
DAHOMEY	16. 5.68	
DENMARK	22. 6.60	
DOMINICAN REPUBLIC	22. 9.53	
ECUADOR	11. 3.57	
FINLAND	14. 1.63	
FRANCE	10. 3.53	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	8. 6.56	
GHANA	14. 3.68	
GUATEMALA	2. 8.61	

CONVENTION NO 100. EQUAL REMUNERATION, 1951

	DATE OF ENTRY INTO FORCE	23. 5.53
COUNTRIES	DATE OF RATIFICATION	NOTES
REPUBLIC OF GUINEA	11. 8.67	
HAITI	4. 3.58	
HONDURAS	9. 8.56	
HUNGARY	8. 6.56	
ICELAND	17. 2.58	
INDIA	25. 9.58	
INDONESIA	11. 8.58	
IRAQ	28. 8.63	
ISRAEL	9. 6.65	
ITALY	8. 6.56	
IVORY COAST	5. 5.61	
JAPAN	24. 8.67	
JORDAN	22. 9.66	
LIBYA	20. 6.62	
LUXEMBOURG	23. 8.67	
MALAGASY REPUBLIC	10. 8.62	
MALAWI	22. 3.65	
REPUBLIC OF MALT	12. 7.68	
MEXICO	23. 8.52	
MONGOLIA	3. 6.69	
NICARAGUA	31.10.67	
NIGER	9. 8.66	
NORWAY	24. 9.59	
PANAMA	3. 6.58	
PARAGUAY	24. 6.64	
PERU	1. 2.60	
PHILIPPINES	29.12.53	
POLAND	25.10.54	

CONVENTION NO 100. EQUAL REMUNERATION, 1951

DATE OF ENTRY INTO FORCE 23. 5.53

COUNTRIES	DATE OF RATIFICATION	NOTES
PORTUGAL	20. 2.67	
RUMANIA	28. 5.57	
SENEGAL	22.10.62	
SIERRA LEONE	15.11.68	
SPAIN	6.11.67	
SUDAN	22.10.70	
SWEDEN	20. 6.62	
SYRIAN ARAB REPUBLIC	7. 6.57	
TUNISIA	11.10.68	
TURKEY	19. 7.67	
UKRAINTAN S.S.R.	10. 8.56	
USSR	30. 4.56	
UNITED ARAB REPUBLIC	26. 7.60	
UPPER VOLTA	30. 6.69	
YUGOSLAVIA	21. 5.52	

CONVENTION NO 101. HOLIDAYS WITH PAY (AGRICULTURE), 1952

DATE OF ENTRY INTO FORCE 24. 7.54

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	19.10.62	
AUSTRIA	14. 6.54	
BARBADOS	8. 5.67	
BELGIUM	20. 3.54	
BRAZIL	25. 4.57	
CAMEROON	25. 5.70	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
COLOMBIA	4. 3.69	
CUBA	7. 9.54	

CONVENTION NO 101. HOLIDAYS WITH PAY (AGRICULTURE), 1952

DATE OF ENTRY INTO FORCE		24. 7.54
COUNTRIES	DATE OF RATIFICATION	NOTES
ECUADOR	3.10.69	
FRANCE	29. 3.54	
GABON	13. 6.61	
FEDERAL REPUBLIC OF GERMANY	5. 1.55	
GUATEMALA	4. 8.61	
HUNGARY	8. 6.56	
ISRAEL	14. 7.53	
ITALY	8. 6.56	
MALAGASY REPUBLIC	10. 8.62	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MOROCCO	14.10.60	
NETHERLANDS	27.11.58	
NEW ZEALAND	24. 7.53	
NORWAY	30. 9.54	
PARAGUAY	21. 3.66	
PERU	1. 2.60	
POLAND	8.10.56	
SENEGAL	22.10.62	
SIERRA LEONE	15. 6.61	
SWEDEN	12. 8.53	
SYRIAN ARAB REPUBLIC	26. 7.60	
TANZANIA		
TANGANYIKA	30. 1.62	
UNITED ARAB REPUBLIC	9. 4.56	
UNITED KINGDOM	25. 6.56	
UPPER VOLTA	30. 6.69	
URUGUAY	18. 3.54	
YUGOSLAVIA	30. 4.55	

CONVENTION NO 102. SOCIAL SECURITY (MINIMUM STANDARDS), 1952

DATE OF ENTRY INTO FORCE 27. 4.55

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRIA	4.11.69	PART(S) II, V(B), VII, VIII
BELGIUM	26.11.59	PART(S) II, III, IV, V, VI(B), VII, VIII, IX, X
DENMARK	15. 8.55	PART(S) II, IV, V, VI, IX
FEDERAL REPUBLIC OF GERMANY	21. 2.58	PART(S) II, III, IV, V(B), VI, VII, VIII, IX(B), X(B)
GREECE	16. 6.55	PART(S) II, III, IV, V, VI, VIII, IX, X
ICELAND	20. 2.61	PART(S) V, VII, IX
IRELAND	17. 6.68	PART(S) III, IV, X
ISRAEL	16.12.55	PART(S) V, VI, X
ITALY	8. 6.56	PART(S) V, VII, VIII
LUXEMBOURG	31. 8.64	PART(S) II, III, IV, V, VI, VII, VIII, IX, X
ISLAMIC REPUBLIC OF MAURITANIA	15. 7.68	PART(S) V, VI, VII, IX, X
MEXICO	12.10.61	PART(S) II, III, V, VI, VIII, IX, X
NETHERLANDS	11.10.62	PART(S) II, III, IV, V(B), VI(B), VII, VIII, IX(B), X(B)
NIGER	9. 8.66	PART(S) V, VI, VII, VIII
NORWAY	30. 9.54	PART(S) II, III, IV, V(B), VI, VI
PERU	23. 8.61	PART(S) II, III, V, VIII, IX

CONVENTION NO 102. SOCIAL SECURITY (MINIMUM STANDARDS), 1952

DATE OF ENTRY INTO FORCE		27. 4.55
COUNTRIES	DATE OF RATIFICATION	NOTES
SENEGAL	22.10.62	PART(S) VI(B), VII, VIII
SWEDEN	12. 8.53	PART(S) II, III, IV, VI(B), VII, VIII
UNITED KINGDOM	27. 4.54	PART(S) II, III, IV, V, VII, X
YUGOSLAVIA	20.12.54	PART(S) II, III, IV, V, VI(B), VIII, X

CONVENTION NO 103. MATERNITY PROTECTION (REVISED), 1952

DATE OF ENTRY INTO FORCE		7. 9.55
COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRIA	4.12.69	EXCEPTED ART.7(1) C
BRAZIL	18. 6.65	EXCEPTED ART.7(1) B, C
BYELORUSSIA	6.11.56	
CUBA	7. 9.54	
ECUADOR	5. 2.62	
HUNGARY	8. 6.56	
LUXEMBOURG	10.12.69	
MONGOLIA	3. 6.69	
SPAIN	17. 8.65	EXCEPTED ART.7(1) D
UKRAINTIAN S.S.R.	14. 9.56	
USSR	10. 8.56	
URUGUAY	18. 3.54	
YUGOSLAVIA	30. 4.55	

CONVENTION NO 104. ABOLITION OF PENAL SANCTIONS (INDIGENOUS WORKERS), 1955

DATE OF ENTRY INTO FORCE 7. 6.58

COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	18. 6.65	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHINA	14. 3.67	
COLOMBIA	4. 3.69	
CUBA	15. 8.57	
DOMINICAN REPUBLIC	10. 2.58	
ECUADOR	3.10.69	
EL SALVADOR	18.11.58	
IRAN	13. 4.59	
LIBERIA	25. 5.62	
LIBYA	20. 6.62	
MALAWI	22. 3.65	
MOROCCO	27. 3.63	
NEW ZEALAND	28. 6.56	
NIGER	23. 3.62	
NIGERIA	25.10.62	
PANAMA	19. 6.70	
PORTUGAL	12. 4.60	
SYRIAN ARAB REPUBLIC	7. 6.57	
THAILAND	29. 7.64	
TUNISIA	17.12.62	
UNITED ARAB REPUBLIC	19.12.58	
YEMEN	22. 8.69	

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

DATE OF ENTRY INTO FORCE 17. 1.59

COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	16. 5.63	
ALGERIA	12. 6.69	

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

	DATE OF ENTRY INTO FORCE	17. 1.59
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	18. 1.60	
AUSTRALIA	7. 6.60	
AUSTRIA	5. 3.58	
BARBADOS	8. 5.67	
BELGIUM	23. 1.61	
BRAZIL	18. 6.65	
BURUNDI	11. 3.63	
CAMEROON		
EASTERN CAMEROON	25. 5.70	
WESTERN CAMEROON	3. 9.62	
CANADA	14. 7.59	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHAD	8. 6.61	
CHINA	31. 3.59	
COLOMBIA	7. 6.63	
COSTA RICA	4. 5.59	
CUBA	2. 6.58	
CYPRUS	23. 9.60	
DAHOMY	22. 5.61	
DENMARK	17. 1.58	
DOMINICAN REPUBLIC	23. 6.58	
ECUADOR	5. 2.62	
EL SALVADOR	18.11.58	
FINLAND	27. 5.60	
FRANCE	18.12.69	
GABON	29. 5.61	
FEDERAL REPUBLIC OF GERMANY	22. 6.59	
GHANA	15.12.58	
GREECE	30. 3.62	

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

DATE OF ENTRY INTO FORCE 17. 1.59

COUNTRIES	DATE OF RATIFICATION	NOTES
GUATEMALA	9.12.59	
REPUBLIC OF GUINEA	11. 7.61	
GUYANA	8. 6.66	
HAITI	4. 3.58	
HONDURAS	4. 8.58	
ICELAND	29.11.60	
IRAN	13. 4.59	
IRAQ	15. 6.59	
IRELAND	11. 6.58	
ISRAEL	10. 4.58	
ITALY	15. 3.68	
IVORY COAST	5. 5.61	
JAMATCA	26.12.62	
JORDAN	31. 3.58	
KENYA	13. 1.64	
KUWAIT	21. 9.61	
LIBERIA	25. 5.62	
LIBYA	13. 6.61	
LUXEMBOURG	24. 7.64	
MALAYSIA		
STATES OF MALAYA	13.10.58	
STATE OF SABAH	3. 3.64	
STATE OF SARAWAK	3. 3.64	
REPUBLIC OF MALI	28. 5.62	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	1. 6.59	
MOROCCO	1.12.66	
NETHERLANDS	18. 2.59	

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

COUNTRIES	DATE OF ENTRY INTO FORCE	
	DATE OF RATIFICATION	NOTES
NEW ZEALAND	14. 6.68	
NICARAGUA	31.10.67	
NIGER	23. 3.62	
NIGERIA	17.10.60	
NORWAY	14. 4.58	
PAKISTAN	15. 2.60	
PANAMA	16. 5.66	
PARAGUAY	16. 5.68	
PERU	6.12.60	
PHILIPPINES	17.11.60	
POLAND	30. 7.58	
PORTUGAL	23.11.59	
RWANDA	18. 9.62	
SENEGAL	28. 7.61	
SERRA LEONE	13. 6.61	
SINGAPORE	25.10.65	
SOMALI REPUBLIC		
FORMER BRITISH SOMALILAND	18.11.60	
FORMER TRUST TERRITORY OF SOMALILAND	8.12.61	
PDR OF YEMEN (ADEN)	14. 4.69	
SPAIN	6.11.67	
SUDAN	22.10.70	
SWEDEN	2. 6.58	
SWITZERLAND	18. 7.58	
SYRIAN ARAB REPUBLIC	23.10.58	
TANZANIA		
TANGANYIKA	30. 1.62	
ZANZIBAR	22. 6.64	

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

	DATE OF ENTRY INTO FORCE	17. 1.59
COUNTRIES	DATE OF RATIFICATION	NOTES
THAILAND	2.12.69	
TRINIDAD AND TOBAGO	24. 5.63	
TUNISIA	12. 1.59	
TURKEY	29. 3.61	
UGANDA	4. 6.63	
UNITED ARAB REPUBLIC	23.10.58	
UNITED KINGDOM	30.12.57	
URUGUAY	22.11.68	
VENEZUELA	16.11.64	
ZAMBIA	22. 2.65	

CONVENTION NO 106. WEEKLY REST (COMMERCE AND OFFICES), 1957

	DATE OF ENTRY INTO FORCE	4. 3.59
COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	16. 5.63	
BRAZIL	18. 6.65	APPLICABLE ART.3(1) A, C, D
BULGARIA	22. 7.60	
BYELORUSSIA	26. 2.68	
COLOMBIA	4. 3.69	
COSTA RICA	4. 5.59	
CUBA	2. 6.58	
CYPRUS	20.12.66	
DENMARK	17. 1.58	APPLICABLE ART.3(1) A
DOMINICAN REPUBLIC	23. 6.58	
ECUADOR	3.10.69	
GHANA	15.12.58	
GUATEMALA	9.12.59	APPLICABLE ART.3(1) A, B, C, D

CONVENTION NO 106. WEEKLY REST (COMMERCE AND OFFICES), 1957

DATE OF ENTRY INTO FORCE		4. 3.59
COUNTRIES	DATE OF RATIFICATION	NOTES
HAITI	4. 3.58	APPLICABLE ART.3(1) A, B, C, D
HONDURAS	20. 6.60	
IRAN	22. 1.68	
IRAQ	5. 7.60	
ISRAEL	19. 6.61	APPLICABLE ART.3(1) B, C, D
ITALY	12. 8.63	
KUWAIT	21. 9.61	
MEXICO	1. 6.59	APPLICABLE ART.3(1) A, B, C, D
PAKISTAN	15. 2.60	APPLICABLE ART.3(1) C
PARAGUAY	21. 3.66	
PORTUGAL	24.10.60	
SYRIAN ARAB REPUBLIC	23.10.58	APPLICABLE ART.3(1) A, B, C, D
TUNISIA	28. 5.58	APPLICABLE ART.3(1) A, B, C, D
UKRAINIAN S.S.R.	19. 6.68	
USSR	22. 9.67	
UNITED ARAB REPUBLIC	23.10.58	
YUGOSLAVIA	13.10.58	APPLICABLE ART.3(1) A, B, C, D

CONVENTION NO 107. INDIGENOUS AND TRIBAL POPULATIONS, 1957

DATE OF ENTRY INTO FORCE		2. 6.59
COUNTRIES	DATE OF RATIFICATION	NOTES
ARGENTINA	18. 1.60	
BELGIUM	19.11.58	
BOLIVIA	12. 1.65	
BRAZIL	18. 6.65	

CONVENTION NO 107. INDIGENOUS AND TRIBAL POPULATIONS, 1957

	DATE OF ENTRY INTO FORCE	2. 6.59
COUNTRIES	DATE OF RATIFICATION	NOTES
CHINA	11.10.62	
COLOMBIA	4. 3.69	
COSTA RICA	4. 5.59	
CUBA	2. 6.58	
DOMINICAN REPUBLIC	23. 6.58	
ECUADOR	3.10.69	
EL SALVADOR	18.11.58	
GHANA	15.12.58	
HAITI	4. 3.58	
INDIA	29. 9.58	
MALAWI	22. 3.65	
MEXICO	1. 6.59	
PAKISTAN	15. 2.60	
PARAGUAY	20. 2.69	
PERU	6.12.60	
PORTUGAL	22.11.60	
SYRIAN ARAB REPUBLIC	14. 1.59	
TUNISIA	17.12.62	
UNITED ARAB REPUBLIC	14. 1.59	

CONVENTION NO 108. SEAFARERS' IDENTITY DOCUMENTS, 1958

	DATE OF ENTRY INTO FORCE	19. 2.61
COUNTRIES	DATE OF RATIFICATION	NOTES
BARBADOS	8. 5.67	
BRAZIL	5.11.63	
CANADA	31. 5.67	
DENMARK	26.10.70	
FINLAND	26.10.70	

CONVENTION NO 108. SEAFARERS' IDENTITY DOCUMENTS, 1958

COUNTRIES	DATE OF ENTRY INTO FORCE	NOTES
	DATE OF RATIFICATION	
FRANCE	8. 6.67	
GHANA	19. 2.60	
GREECE	9.10.63	
GUATEMALA	28.11.60	
GUAYANA	8. 6.66	
HONDURAS	20. 6.60	
ICELAND	26.10.70	
IRAN	13. 3.67	
IRELAND	17. 6.61	
ITALY	12. 8.63	
MALTA	4. 1.65	
MAURITIUS	2.12.69	
MEXICO	11. 9.61	
NORWAY	26.10.70	
PANAMA	19. 6.70	
PORTUGAL	3. 8.67	
SWEDEN	26.10.70	
TANZANIA		
TANGANYIKA	26.11.62	
TUNISIA	26.10.59	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
UNITED KINGDOM	18. 2.64	

CONVENTION NO 109. MAGPS, HOURS OF WORK AND MANNING (SEA) (REVISED), 1958

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	30.11.66	EXCLUDING PART II
FRANCE	8. 6.67	EXCLUDING PART II

CONVENTION NO 109. WAGES, HOURS OF WORK AND MANNING (SEA) (REVISED), 1958

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
GUATEMALA	2. 8.61	
MEXICO	11. 9.61	
NORWAY	30. 8.66	(C) EXCLUDING PART II
YUGOSLAVIA	14. 1.66	

CONVENTION NO 110. PLANTATIONS, 1958

DATE OF ENTRY INTO FORCE 22. 1.60

COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	1. 3.65	(O) EXCLUDING PART(S) II, III
CUBA	30.12.58	
ECUADOR	3.10.69	
GUATEMALA	4. 8.61	
IVORY COAST	5. 5.61	
LIBERIA	22. 7.59	(O)
MEXICO	20. 6.60	
PHILIPPINES	10.10.68	

CONVENTION NO 111. DISCRIMINATION (EMPLOYMENT AND OCCUPATION), 1958

DATE OF ENTRY INTO FORCE 15. 6.60

COUNTRIES	DATE OF RATIFICATION	NOTES
AFGHANISTAN	1.10.69	
ALGERIA	12. 6.69	
ARGENTINA	18. 6.68	
BRAZIL	26.11.65	
BULGARIA	22. 7.60	
BYELORUSSIA	4. 8.61	
CANADA	26.11.64	

CONVENTION NO 111. DISCRIMINATION (EMPLOYMENT AND OCCUPATION), 1958

DATE OF ENTRY INTO FORCE 15. 6.60

COUNTRIES	DATE OF RATIFICATION	NOTES
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHAD	29. 3.66	
CHINA	13. 2.62	
COLOMBIA	4. 3.60	
COSTA RICA	1. 3.62	
CUBA	26. 8.65	
CYPRUS	2. 2.68	
CZECHOSLOVAKIA	21. 1.64	
DAHOMEY	22. 5.61	
DENMARK	22. 6.60	
DOMINICAN REPUBLIC	13. 7.64	
ECUADOR	10. 7.62	
ETHIOPIA	11. 6.66	
FINLAND	23. 4.70	
GABON	29. 5.61	
FEDERAL REPUBLIC OF GERMANY	15. 6.61	
GHANA	4. 4.61	
GUATEMALA	11.10.60	
REPUBLIC OF GUINEA	1. 9.60	
HONDURAS	20. 6.60	
HUNGARY	20. 6.61	
ICELAND	29. 7.63	
INDIA	3. 6.60	
IRAN	30. 6.64	
IRAQ	15. 6.59	
ISRAEL	12. 1.59	
ITALY	12. 8.63	
IVORY COAST	5. 5.61	
JORDAN	4. 7.63	

CONVENTION NO 111. DISCRIMINATION (EMPLOYMENT AND OCCUPATION), 1958

DATE OF ENTRY INTO FORCE 15. 6.60

COUNTRIES	DATE OF RATIFICATION	NOTES
KUWAIT	1.12.66	
LIBERIA	22. 7.59	
LIBYA	13. 6.61	
MALAGASY REPUBLIC	11. 9.61	
MALAWI	22. 3.65	
REPUBLIC OF MALI	2. 3.64	
MALTA	1. 7.68	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	11. 9.61	
MONGOLIA	3. 6.69	
MOROCCO	27. 3.63	
NICARAGUA	31.10.67	
NIGER	23. 3.62	
NORWAY	24. 9.59	
PAKISTAN	24. 1.61	
PANAMA	16. 5.66	
PARAGUAY	10. 7.67	
PERU	10. 8.70	
PHILIPPINES	17.11.60	
POLAND	30. 5.61	
PORTUGAL	19.11.59	
SENEGAL	13.11.67	
SIERRA LEONE	14.10.66	
SOMALI REPUBLIC	8.12.61	
SPAIN	6.11.67	
SUDAN	22.10.70	
SWEDEN	20. 6.62	
SWITZERLAND	13. 7.61	
SYRIAN ARAB REPUBLIC	10. 5.60	

CONVENTION NO 111. DISCRIMINATION (EMPLOYMENT AND OCCUPATION), 1958

DATE OF ENTRY INTO FORCE		15. 6.69
COUNTRIES	DATE OF RATIFICATION	NOTES
TRINIDAD AND TOBAGO	26.11.70	
TUNISIA	14. 9.59	
TURKEY	19. 7.67	
UKRAINIAN S.S.R.	4. 8.61	
USSR	4. 5.61	
UNITED ARAB REPUBLIC	10. 5.60	
UPPER VOLTA	16. 4.62	
VIENT-NAM	6. 1.64	
YEMEN	22. 8.69	
YUGOSLAVIA	2. 2.61	

CONVENTION NO 112. MINIMUM AGE (FISHERMEN), 1959

DATE OF ENTRY INTO FORCE		7.11.61
COUNTRIES	DATE OF RATIFICATION	NOTES
ALBANIA	11. 8.64	
BELGIUM	8. 5.63	
BULGARIA	2. 3.61	
CHINA	13. 2.62	
COSTA RICA	29.12.64	
DENMARK	27. 2.62	
ECUADOR	10. 3.69	
FRANCE	8. 6.67	
FEDERAL REPUBLIC OF GERMANY	11. 2.63	
GUATEMALA	2. 8.61	
REPUBLIC OF GUINEA	7.11.60	
ISRAEL	19. 6.61	
LIBERIA	16. 5.60	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	9. 8.61	
NETHERLANDS	15. 2.65	

CONVENTION NO 112. MINIMUM AGE (FISHERMEN), 1959

	DATE OF ENTRY INTO FORCE	7.11.61
COUNTRIES	DATE OF RATIFICATION	NOTES
NORWAY	22. 1.63	
PANAMA	19. 6.70	
PERU	4. 4.62	
POLAND	20. 6.66	
SPAIN	7. 8.61	
TUNISIA	14. 1.63	
UKRAINTIAN S.S.R.	4. 8.61	
USSR	4. 5.61	
YUGOSLAVIA	2. 2.61	

CONVENTION NO 113. MEDICAL EXAMINATION (FISHERMEN), 1959

	DATE OF ENTRY INTO FORCE	7.11.61
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	8. 5.63	
BRAZIL	1. 3.65	
BULGARIA	2. 3.61	
CHINA	13. 2.62	
COSTA RICA	29.12.64	
ECUADOR	10. 3.69	
FRANCE	8. 6.67	
GUATEMALA	2. 8.61	
REPUBLIC OF GUINEA	7.11.60	
LIBERIA	16. 5.60	
PANAMA	19. 6.70	
PERU	4. 4.62	
SPAIN	7. 8.61	
TUNISIA	14. 1.63	
UKRAINTIAN S.S.R.	17. 6.70	
USSR	4.11.69	
YUGOSLAVIA	26. 5.61	

CONVENTION NO 114. FISHERMEN'S ARTICLES OF AGREEMENT, 1959

	DATE OF ENTRY INTO FORCE	7.11.61
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	8. 5.63	
CHINA	13. 2.62	
COSTA RICA	29.12.64	
CYPRUS	20.12.66	
FRANCE	8. 6.67	
FEDERAL REPUBLIC OF GERMANY	1. 7.64	
GUATEMALA	2. 8.61	
REPUBLIC OF GUINEA	7.11.60	
ITALY	10. 4.62	
LIBERIA	16. 5.60	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
PANAMA	19. 6.70	
PERU	4. 4.62	
SPAIN	7. 8.61	
TUNISIA	14. 1.63	
YUGOSLAVIA	22.12.61	

CONVENTION NO 115. RADIATION PROTECTION, 1960

	DATE OF ENTRY INTO FORCE	17. 6.62
COUNTRIES	DATE OF RATIFICATION	NOTES
BARBADOS	8. 5.67	
BELGIUM	2. 7.65	
BRAZIL	5. 9.66	
BYELORUSSIA	26. 2.68	
CZECHOSLOVAKIA	21. 1.64	
ECUADOR	9. 3.70	
GHANA	7.11.61	
REPUBLIC OF GUINEA	12.12.66	

CONVENTION NO 115. RADIATION PROTECTION, 1960

DATE OF ENTRY INTO FORCE 17. 6.62

COUNTRIES	DATE OF RATIFICATION	NOTES
GIYANA	8. 6.66	
HUNGARY	8. 6.68	
IRAQ	26.10.62	
NETHERLANDS	29.11.66	
NORWAY	17. 6.61	
PARAGUAY	10. 7.67	
POLAND	23.12.64	
SPAIN	17. 7.62	
SWEDEN	12. 4.61	
SWITZERLAND	29. 5.63	
SYRIAN ARAB REPUBLIC	15. 1.64	
TURKEY	15.11.68	
UKRAINIAN S.S.R.	19. 6.68	
USSR	22. 9.67	
UNITED ARAB REPUBLIC	18. 3.64	
UNITED KINGDOM	9. 3.62	

CONVENTION NO 116. FINAL ARTICLES REVISION, 1961

DATE OF ENTRY INTO FORCE 5. 2.62

COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRALIA	29.10.63	
AUSTRIA	14.11.63	
BOLIVIA	12. 1.65	
BRAZIL	5. 9.66	
BULGARIA	3.10.69	
BYELORUSSIA	11. 3.70	
CAMEROON	29.12.64	
CANADA	25. 4.62	

CONVENTION NO 116. FINAL ARTICLES REVISION, 1961

DATE OF ENTRY INTO FORCE		5. 2.62
COUNTRIES	DATE OF RATIFICATION	NOTES
CENTRAL AFRICAN REPUBLIC	10. 6.63	
CHAD	5. 2.62	
CHINA	16.11.62	
COLOMBIA	4. 3.69	
CONGO (KINSHASA)	5. 9.67	
CYPRUS	20. 7.64	
CZECHOSLOVAKIA	21. 1.64	
DENMARK	10. 7.62	
ECUADOR	10. 3.69	
ETHIOPIA	11. 6.66	
FINLAND	1. 6.64	
FRANCE	8. 6.67	
FEDERAL REPUBLIC OF GERMANY	7.10.63	
GHANA	27. 8.63	
GUATEMALA	25. 1.65	
HONDURAS	17.11.64	
INDIA	21. 6.62	
IRAQ	26.10.62	
IRELAND	27. 2.63	
ISRAEL	24. 5.63	
IVORY COAST	2. 1.63	
JORDAN	4. 7.63	
KUWAIT	23. 4.63	
LUXEMBOURG	4. 3.64	
MALAGASY REPUBLIC	1. 6.64	
ISLAMIC REPUBLIC OF MAURITANIA	8.11.63	
MEXICO	3.11.66	
MOROCCO	14.11.62	

CONVENTION NO 116. FINAL ARTICLES REVISION, 1961

DATE OF ENTRY INTO FORCE		5. 2.62
COUNTRIES	DATE OF RATIFICATION	NOTES
NETHERLANDS	13.11.64	
NEW ZEALAND	1. 3.63	
NIGER	23. 3.62	
NIGERIA	27. 6.62	
NORWAY	22. 1.63	
PAKISTAN	17.11.67	
PANAMA	19. 6.70	
PARAGUAY	20. 2.69	
POLAND	22. 4.64	
RUMANIA	9. 4.65	
SENEGAL	13.11.67	
REPUBLIC OF SOUTH AFRICA	9. 8.63	
SPAIN	17. 7.62	
SWEDEN	3. 4.62	
SWITZERLAND	5.11.62	
SYRIAN ARAB REPUBLIC	10. 8.65	
THAILAND	24. 9.62	
TUNISTIA	15. 1.62	
TURKEY	2. 9.68	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
UNITED ARAB REPUBLIC	26. 3.62	
UNITED KINGDOM	9. 3.62	
UPPER VOLTA	16. 4.62	
VENEZUELA	16.11.64	
VIET-NAM	7.12.70	
YUGOSLAVIA	9. 3.65	

CONVENTION NO 117. SOCIAL POLICY (BASIC AIMS AND STANDARDS), 1962

DATE OF ENTRY INTO FORCE 23. 4.64

COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	24. 3.69	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHINA	10.12.64	
CONGO (KINSHASA)	5. 9.67	
COSTA RICA	27. 1.66	
ECUADOR	3.10.69	
GHANA	18. 6.64	
REPUBLIC OF GUINEA	12.12.66	
ISRAEL	15. 1.64	
ITALY	27.12.66	
JAMAICA	4. 1.66	
JORDAN	7. 3.63	
KUWAIT	23. 4.63	
MALAGASY REPUBLIC	1. 6.64	
NIGER	23.11.64	
PARAGUAY	20. 2.69	
SENEGAL	13.11.67	
SIUDAN	22.10.70	
SYRIAN ARAB REPUBLIC	11.12.64	
TUNISIA	14. 4.70	
VIET-NAM	7.12.70	
ZAMBIA	2.12.64	

CONVENTION NO 118. EQUALITY OF TREATMENT (SOCIAL SECURITY), 1962

DATE OF ENTRY INTO FORCE 25. 4.64

COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	24. 3.69	BRANCH(ES) A, B, C, D, E, F, G
CENTRAL AFRICAN REPUBLIC	8.10.64	BRANCH(ES) C, E, G, I

CONVENTION NO 118. EQUALITY OF TREATMENT (SOCIAL SECURITY), 1962

DATE OF ENTRY INTO FORCE 25. 4.64

COUNTRIES	DATE OF RATIFICATION	NOTES
CHINA	4. 1.65	BRANCH(ES) A, C, D, F, F, G
CONGO (KINSHASA)	1.11.67	BRANCH(ES) D, E, G
DENMARK	17. 6.69	BRANCH(ES) A, B, G, H
ECUADOR	9. 3.70	BRANCH(ES) A, B, C, D, F, G
FINLAND	15. 8.69	BRANCH(ES) A, B, G
GUATEMALA	4.11.63	BRANCH(ES) C
REPUBLIC OF GUINEA	11. 8.67	BRANCH(ES) A, B, C, E, F, G, I
INDIA	19. 8.64	BRANCH(ES) A, B, C
IRELAND	26.11.64	BRANCH(ES) A, B, H, I
ISRAEL	9. 6.65	BRANCH(ES) C, E, F, G, I
ITALY	5. 5.67	BRANCH(ES) A, B, C, D, E, F, G, H, I
JORDAN	7. 3.63	BRANCH(ES) C, D, F, G
MALAGASY REPUBLIC	22. 6.64	BRANCH(ES) B, C, D, G
ISLAMIC REPUBLIC OF MAURITANIA	15. 7.68	BRANCH(ES) D, E, F, G, I
NETHERLANDS	3. 7.64	BRANCH(ES) A, B, C, D, E, F, G, H, I
NORWAY	28. 8.63	BRANCH(ES) F, I
PAKISTAN	27. 3.69	BRANCH(ES) C, G

CONVENTION NO 118. EQUALITY OF TREATMENT (SOCIAL SECURITY), 1962

DATE OF ENTRY INTO FORCE		25. 4.64
COUNTRIES	DATE OF RATIFICATION	NOTES
SWEDEN	25. 4.63	BRANCH(ES) A, B, C, G, H
SYRIAN ARAB REPUBLIC	18.11.63	BRANCH(ES) D, E, F, G
TUNISIA	20. 9.65	BRANCH(ES) A, B, C, G, I
VIET-NAM	7.12.70	BRANCH(ES) C, G, I

CONVENTION NO 119. GUARDING OF MACHINERY, 1963

DATE OF ENTRY INTO FORCE		21. 4.65
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	12. 6.69	
BYELORUSSIA	11. 3.70	
CENTRAL AFRICAN REPUBLIC	9. 6.64	
CHINA	22. 2.66	
CONGO (BRAZZAVILLE)	23.11.64	
CONGO (KINSHASA)	5. 9.67	
CYPRUS	29. 3.65	
DOMINICAN REPUBLIC	9. 3.65	
ECUADOR	3.10.69	
FINLAND	15. 8.69	
GHANA	18. 3.65	
GUATEMALA	26. 2.64	
REPUBLIC OF GUINEA	12.12.66	
JORDAN	4. 5.64	
KUWAIT	23.11.64	
MALAGASY REPUBLIC	1. 6.64	
NIGER	23.11.64	
NORWAY	10.12.69	

CONVENTION NO 119. GUARDING OF MACHINERY, 1963

	DATE OF ENTRY INTO FORCE	
	21. 4.65	
COUNTRIES	DATE OF RATIFICATION	NOTES
PARAGUAY	10. 7.67	
SIERRA LEONE	21. 4.64	
SWEDEN	29.12.64	
SYRIAN ARAB REPUBLIC	10. 6.65	
TUNISIA	14. 4.70	
TURKEY	13.11.67	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
YUGOSLAVIA	7. 5.70	

CONVENTION NO 120. HYGIENE (COMMERCE AND OFFICES), 1964

	DATE OF ENTRY INTO FORCE	
	29. 3.66	
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	12. 6.69	
BRAZIL	24. 3.69	
BULGARIA	29. 3.65	
BYELORUSSIA	26. 2.68	
CONGO (KINSHASA)	5. 9.67	
COSTA RICA	27. 1.66	
DENMARK	17. 6.70	
ECUADOR	10. 3.69	
FINLAND	23. 9.68	
GHANA	21.11.66	
REPUBLIC OF GUINEA	12.12.66	
INDONESIA	13. 6.69	
JORDAN	11. 3.65	
MALAGASY REPUBLIC	21.11.66	
MEXICO	18. 6.69	

CONVENTION NO 120. HYGIENE (COMMERCE AND OFFICES), 1964

DATE OF ENTRY INTO FORCE		29. 3.66
COUNTRIES	DATE OF RATIFICATION	NOTES
NORWAY	6. 6.66	
PANAMA	19. 6.70	
PARAGUAY	10. 7.67	
POLAND	26. 6.68	
SENEGAL	25. 4.66	
SPAIN	16. 6.70	
SWEDEN	11. 6.65	
SWITZERLAND	18. 2.66	
SYRIAN ARAB REPUBLIC	10. 6.65	
TUNISIA	14. 4.70	
UKRAINTAN S.S.R.	19. 6.68	
USSR	22. 9.67	
UNITED KINGDOM	21. 4.67	
VIET-NAM	7.12.70	

CONVENTION NO 121. EMPLOYMENT INJURY BENEFITS, 1964

DATE OF ENTRY INTO FORCE		28. 7.67
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	22. 4.70	
CONGO (KINSHASA)	5. 9.67	
CYPRUS	28. 7.66	
FINLAND	23. 9.68	
REPUBLIC OF GUINEA	11. 8.67	
IRELAND	9. 6.69	
NETHERLANDS	2. 8.66	
SENEGAL	25. 4.66	
SWEDEN	17. 6.69	
YUGOSLAVIA	7. 5.70	

CONVENTION NO 122. EMPLOYMENT POLICY, 1964

DATE OF ENTRY INTO FORCE 15. 7.66

COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	12. 6.69	
AUSTRIA	12.11.69	
BELGIUM	8. 7.69	
BRAZIL	24. 3.69	
BYELORUSSIA	26. 2.68	
CAMEROON	25. 5.70	
CANADA	16. 9.66	
CHILE	24.10.68	
COSTA RICA	27. 1.66	
CYPRUS	28. 7.66	
DENMARK	17. 6.70	
FINLAND	23. 9.68	
REPUBLIC OF GUINEA	12.12.66	
HUNGARY	18. 6.69	
IRAQ	2. 3.70	
IRELAND	20. 6.67	
ISRAEL	26. 1.70	
JORDAN	10. 3.66	
MALAGASY REPUBLIC	21.11.66	
NETHERLANDS	9. 1.67	
NEW ZEALAND	15. 7.65	
NORWAY	6. 6.66	
PANAMA	19. 6.70	
PARAGUAY	20. 2.69	
PERU	27. 7.67	
POLAND	24.11.66	
SENEGAL	25. 4.66	
SPAIN	28.12.70	

CONVENTION NO 122. EMPLOYMENT POLICY, 1964

DATE OF ENTRY INTO FORCE		19. 7.66
COUNTRIES	DATE OF RATIFICATION	NOTES
SUDAN	22.10.70	
SWEDEN	11. 6.65	
THAILAND	26. 2.69	
TUNISIA	17. 2.66	
UGANDA	23. 6.67	
UKRAINIAN S.S.R.	19. 6.68	
USSR	22. 9.67	
UNITED KINGDOM	27. 6.66	
VIET-NAM	7.12.70	

CONVENTION NO 123. MINIMUM AGE (UNDERGROUND WORK), 1965

DATE OF ENTRY INTO FORCE		10.11.67
COUNTRIES	DATE OF RATIFICATION	NOTES
BULGARIA	3.10.69	MINIMUM AGE 16 YEARS
BYELORUSSIA	11. 3.70	MINIMUM AGE 18 YEARS
CAMEROON	6.11.70	MINIMUM AGE 16 YEARS
CHINA	6. 4.67	MINIMUM AGE 16 YEARS
CYPRUS	11. 4.67	MINIMUM AGE 16 YEARS
CZECHOSLOVAKIA	7. 6.68	MINIMUM AGE 18 YEARS
ECUADOR	10. 3.69	MINIMUM AGE 18 YEARS
GABON	18.10.68	MINIMUM AGE 18 YEARS
HUNGARY	8. 6.68	MINIMUM AGE 16 YEARS
JORDAN	6. 6.66	MINIMUM AGE 16 YEARS

CONVENTION NO 123. MINIMUM AGE (UNDERGROUND WORK), 1965

DATE OF ENTRY INTO FORCE		10.11.67
COUNTRIES	DATE OF RATIFICATION	NOTES
KENYA	20. 6.68	MINIMUM AGE 16 YEARS
MALAGASY REPUBLIC	23.10.67	MINIMUM AGE 18 YEARS
MEXICO	29. 8.68	MINIMUM AGE 16 YEARS
NETHERLANDS	8. 4.69	MINIMUM AGE 17 1/2 YEARS
PANAMA	24. 9.70	MINIMUM AGE 18 YEARS
PARAGUAY	10.10.68	MINIMUM AGE 18 YEARS
POLAND	30. 9.69	MINIMUM AGE 18 YEARS FOR APPRENTICES 16-18 YEARS
RWANDA	1. 6.70	MINIMUM AGE 18 YEARS
SPAIN	6.11.67	MINIMUM AGE 18 YEARS FOR APPRENTICES 16-18 YEARS
SWITZERLAND	10.11.66	MINIMUM AGE 19 YEARS FOR APPRENTICES 20 YEARS
THAILAND	5. 4.68	MINIMUM AGE 18 YEARS
TUNISIA	24. 7.67	MINIMUM AGE 18 YEARS
UGANDA	23. 6.67	MINIMUM AGE 16 YEARS
UKRAINIAN S.S.R.	17. 6.70	MINIMUM AGE 18 YEARS
USSR	4.11.69	MINIMUM AGE 18 YEARS
VIET-NAM	7.12.70	MINIMUM AGE 16 YEARS
YUGOSLAVIA	7. 5.70	MINIMUM AGE 18 YEARS
ZAMBIA	3. 4.67	MINIMUM AGE 18 YEARS

CONVENTION NO 124. MEDICAL EXAMINATION OF YOUNG PERSONS (UNDERGROUND WORK),
1965

DATE OF ENTRY INTO FORCE		13.12.67
COUNTRIES	DATE OF RATIFICATION	NOTES
BRAZIL	21. 8.70	
BULGARIA	3.10.69	
BYELORUSSIA	11. 3.70	
CHINA	19. 4.67	
CYPRUS	18. 1.67	
ECUADOR	10. 3.69	
FINLAND	23. 9.69	
GABON	18.10.68	
HUNGARY	8. 6.68	
JORDAN	6. 6.66	
MALAGASY REPUBLIC	23.10.67	
MEXICO	29. 8.68	
NETHERLANDS	8. 4.69	
PANAMA	19. 6.70	
PARAGUAY	10. 7.67	
POLAND	26. 6.68	
TUNISIA	3. 5.67	
UGANDA	23. 6.67	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	
UNITED KINGDOM	13.12.66	
VIET-NAM	7.12.70	
ZAMBIA	10. 3.67	

CONVENTION NO 125. FISHERMEN'S COMPETENCY CERTIFICATES, 1966

DATE OF ENTRY INTO FORCE		15. 7.69
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	22. 7.69	
BRAZIL	21. 8.70	

CONVENTION NO 125. FISHERMEN'S COMPETENCY CERTIFICATES, 1966

	DATE OF ENTRY INTO FORCE	15. 7.69
COUNTRIES	DATE OF RATIFICATION	NOTES
FRANCE	2. 4.70	
PANAMA	19. 6.70	
SENEGAL	15. 7.68	
SIERRA LEONE	6.11.67	
SYRIAN ARAB REPUBLIC	6. 5.69	

CONVENTION NO 126. ACCOMMODATION OF CREW (FISHERMEN), 1966

	DATE OF ENTRY INTO FORCE	6.11.68
COUNTRIES	DATE OF RATIFICATION	NOTES
BELGIUM	22. 7.69	
NORWAY	6. 7.67	
SIERRA LEONE	6.11.67	
SPAIN	8.11.68	
UKRAINIAN S.S.R.	17. 6.70	
USSR	4.11.69	

CONVENTION NO 127. MAXIMUM WEIGHT, 1967

	DATE OF ENTRY INTO FORCE	10. 3.70
COUNTRIES	DATE OF RATIFICATION	NOTES
ALGERIA	12. 6.69	
BRAZIL	21. 8.70	
CHINA	2. 2.70	
ECUADOR	10. 7.69	
MALAGASY REPUBLIC	4. 1.71	
PANAMA	19. 6.70	
SPAIN	7. 6.69	
THAILAND	26. 2.69	
TUNISIA	14. 4.70	

CONVENTION NO 128. INVALIDITY, OLD-AGE AND SURVIVORS' BENEFITS, 1967

DATE OF ENTRY INTO FORCE		1.11.69
COUNTRIES	DATE OF RATIFICATION	NOTES
AUSTRIA	4.11.69	PART(S) III
CYPRUS	7. 1.69	PART(S) IV
FEDERAL REPUBLIC OF GERMANY	15. 1.71	PART(S) II, III, IV
NETHERLANDS	27.10.69	PART(S) II, III, IV
NORWAY	1.11.68	PART(S) II, III, IV
SWEDEN	26. 7.68	PART(S) II, III, IV

CONVENTION NO 129. LABOUR INSPECTION (AGRICULTURE), 1969

DATE OF ENTRY INTO FORCE		19. 1.72
COUNTRIES	DATE OF RATIFICATION	NOTES
GUYANA	19. 1.71	
SWEDEN	14. 5.70	

CONVENTION NO 130. MEDICAL CARE AND SICKNESS BENEFITS, 1969

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
SWEDEN	14. 5.70	

CONVENTION NO 131. MINIMUM WAGE FIXING, 1970

THIS CONVENTION HAS NOT COME INTO FORCE

COUNTRIES	DATE OF RATIFICATION	NOTES
ECUADOR	2.12.70	

TABLES OF DECLARATIONS OF
APPLICATION OF CONVENTIONS
IN NON-METROPOLITAN TERRITORIES

EXPLANATORY NOTES

- A = Applicable without modification. M = Applicable with modifications.
- (U) = Unratified Convention; declaration communicated in connection with the ratification of Convention No. 83 and will become effective only when that Convention comes into force.

CONVENTION NO 2. UNEMPLOYMENT, 1919

DATE OF ENTRY INTO FORCE - 14. 7.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	6. 2.32	
NETHERLANDS ANTILLES	13. 7.51	M
SURINAM	13. 7.51	M
UNITED KINGDOM	14. 7.21	
BAHAMAS	3. 4.63	M
GIBRALTAR	7. 3.63	A
GUERNSEY	14. 7.21	A
JERSEY	14. 7.21	A
ISLE OF MAN	14. 7.21	A
SEYCHELLES	10. 3.65	A

CONVENTION NO 3. MATERNITY PROTECTION, 1919

DATE OF ENTRY INTO FORCE - 13. 6.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	16.12.50	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	7. 2.67	A
GUADELOUPE	7. 2.67	A
MARTINIQUE	7. 2.67	A
REUNION	7. 2.67	A

CONVENTION NO 3. MATERNITY PROTECTION, 1919

DATE OF ENTRY INTO FORCE - 13. 6.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	16.12.50	
OVERSEAS TERRITORIES		
COMORO ISLANDS	19. 3.54	M
FRENCH POLYNESIA	19. 3.54	M
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	19. 3.54	M
NEW CALEDONIA	19. 3.54	M
ST. PIERRE AND MIQUELON	19. 3.54	M
UNITED KINGDOM		
SOLOMON ISLANDS	27. 3.50	M (U)
SOUTHERN RHODESIA	27. 3.50	M (U)

CONVENTION NO 4. NIGHT WORK (WOMEN), 1919

DATE OF ENTRY INTO FORCE - 13. 6.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	14. 5.25	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	25. 3.39	A
GUADELOUPE	3. 2.34	A
MARTINIQUE	3. 2.34	A
REUNION	3. 2.34	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	25. 3.39	A
FRENCH POLYNESIA	25. 3.39	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	25. 3.39	A
NEW CALEDONIA	25. 3.39	A
ST. PIERRE AND MIQUELON	25. 3.39	A

CONVENTION NO 5. MINIMUM AGE (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE - 13. 6.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	4. 1.23	
FAROE ISLANDS	4. 1.23	A
GREENLAND	31. 5.54	M
FRANCE	29. 4.39	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	14. 1.48	A
GUADELOUPE	14. 1.48	A
MARTINIQUE	14. 1.48	A
REUNION	14. 1.48	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	19. 3.54	A
FRENCH POLYNESIA	19. 3.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	19. 3.54	A
NEW CALEDONIA	14. 1.48	A
ST. PIERRE AND MIQUELON	19. 3.54	A
UNITED KINGDOM	14. 7.21	
ANTIGUA	4. 6.62	A
BAHAMAS	4. 6.62	A
BERMUDA	3. 8.64	M
BRITISH HONDURAS	4. 6.62	A
BRITISH VIRGIN ISLANDS	5.10.62	A
BRUNEI	26. 4.65	M
FALKLAND ISLANDS (MALVINAS)	4. 6.62	A
GIPOALTAR	4. 6.62	A
GILBERT AND ELLICE ISLANDS	4. 6.62	A
GRENADA	27. 6.63	A
GUERNSEY	14. 7.21	A
HONG KONG	4. 6.62	A
JERSEY	14. 7.21	A

CONVENTION NO 5. MINIMUM AGE (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE - 13. 6.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	14. 7.21	
ISLE OF MAN	14. 7.21	A
MONTSERRAT	4. 6.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	29. 5.63	A
ST. HELENA	5.10.62	A
ST. LUCIA	4. 6.62	A
ST. VINCENT	23. 8.62	A
SEYCHELLES	4. 6.62	A
SOLOMON ISLANDS	4. 6.62	A

CONVENTION NO 6. NIGHT WORK OF YOUNG PERSONS (INDUSTRY), 1919

DATE OF ENTRY INTO FORCE - 13. 6.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	4. 1.23	
FAROE ISLANDS	4. 1.23	A
GREENLAND	31. 5.54	A
FRANCE	25. 8.25	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	29. 4.40	A
GUADELOUPE	3. 2.34	A
MARTINIQUE	3. 2.34	A
REUNION	3. 2.34	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	29. 4.40	A
FRENCH POLYNESIA	29. 4.40	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	29. 4.40	A
NEW CALEDONIA	29. 4.40	A
ST. PIERRE AND MIQUELON	29. 4.40	A

CONVENTION NO 7. MINIMUM AGE (SEA), 1920'

DATE OF ENTRY INTO FORCE - 27. 9.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	28. 6.35	
NEW GUINEA	8. 7.59	A
PAPUA	8. 7.59	A
DENMARK	12. 5.24	
FAROE ISLANDS	12. 5.24	A
GREENLAND	31. 5.54	M
UNITED KINGDOM	14. 7.21	
ANTIGUA	4. 6.62	A
BAHAMAS	4. 6.62	A
BERMUDA	3. 8.64	M
BRITISH HONDURAS	4. 6.62	A
BRITISH VIRGIN ISLANDS	5.10.62	A
BRUNEI	26. 4.65	A
FALKLAND ISLANDS (MALVINAS)	4. 6.62	A
GIBRALTAR	4. 6.62	A
GILBERT AND ELLICE ISLANDS	4. 6.62	A
GRENADA	27. 6.63	A
GUERNSEY	14. 7.21	A
HONG KONG	4. 6.62	A
JERSEY	14. 7.21	A
ISLE OF MAN	14. 7.21	A
MONTSERRAT	4. 6.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	29. 5.63	A
ST. HELENA	5.10.62	A
ST. LUCIA	4. 6.62	A
ST. VINCENT	23. 8.62	A
SEYCHELLES	4. 6.62	A
SOLOMON ISLANDS	4. 6.62	A

CONVENTION NO 8. UNEMPLOYMENT INDEMNITY (SHIPWRECK), 1920

DATE OF ENTRY INTO FORCE - 16. 3.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	28. 6.35	
NEW GUINEA	6.11.37	A
PAPUA	6.11.37	A
DENMARK	15. 2.38	
FAROE ISLANDS	15. 2.38	A
NETHERLANDS	15.12.37	
NETHERLANDS ANTILLES	5. 8.57	A
UNITED KINGDOM	12. 3.26	
BRITISH HONDURAS	12. 6.64	A
BRITISH VIRGIN ISLANDS	5.10.62	A
BRUNEI	26. 4.65	A
DOMINICA	4. 6.62	A
FALKLAND ISLANDS (MALVINAS)	4. 6.62	A
GIBRALTAR	4. 6.62	A
GRENADA	27. 6.63	A
GUERNSEY	12. 3.26	A
HONG KONG	20. 8.63	A
JERSEY	12. 3.26	A
ISLE OF MAN	12. 3.26	A
MONTSERRAT	4. 6.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	29. 5.63	A
ST. HELENA	5.10.62	A
ST. LUCIA	4. 6.62	A
ST. VINCENT	4. 6.62	A
SEYCHELLES	4. 6.62	A
SOLOMON ISLANDS	4. 6.62	A

CONVENTION NO 9. PLACING OF SEAMEN, 1920

DATE OF ENTRY INTO FORCE - 23.11.21

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	23. 9.38	
FAROE ISLANDS	23. 8.38	A
NETHERLANDS	9. 1.48	
NETHERLANDS ANTILLES	5. 9.57	A

CONVENTION NO 10. MINIMUM AGE (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 31. 8.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	24.12.57	
NEW GUINEA	8. 7.59	A
NORFOLK ISLAND	8. 7.59	A
PAPUA	8. 7.59	A
FRANCE	7. 6.51	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	28.11.56	
NETHERLANDS ANTILLES	11. 4.57	A
UNITED KINGDOM	11. 7.63	
ANTIGUA	27. 4.66	M
BAHAMAS	1. 3.67	A
BERMUDA	21. 5.64	A
BRITISH HONDURAS	18.12.63	A
BRITISH VIRGIN ISLANDS	10. 3.65	A
BRUNEI	26. 4.65	M
DOMINICA	12. 6.64	A

CONVENTION NO 10. MINIMUM AGE (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 31. 9.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	11. 7.63	
FALKLAND ISLANDS (MALVINAS)	18.12.63	A
GILBERT AND ELLICE ISLANDS	24. 2.64	A
GRENADA	13. 4.64	A
GUERNSEY	20.11.63	A
JERSEY	12. 6.64	A
ISLE OF MAN	15.10.63	A
ST. HELENA	24. 2.64	A
ST. VINCENT	29.12.64	A
SEYCHELLES	24. 2.64	A

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 11. 5.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	24.12.57	
NEW GUINEA	8. 7.59	A
NORFOLK ISLAND	8. 7.59	A
PAPUA	8. 7.59	A
DENMARK	20. 6.30	
FAROE ISLANDS	28. 9.60	A
GREENLAND	31. 5.54	A
FRANCE	23. 3.29	
OVERSEAS DEPARTMENTS		
GUADLOUPE	9.12.33	A
MARTINIQUE	9.12.33	A
REUNION	9.12.33	A

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 11. 5.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	23. 3.29	
OVERSEAS TERRITORIES		
COMORO ISLANDS	8. 7.58	A
FRENCH POLYNESIA	8. 7.58	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	8. 7.58	A
NEW CALEDONIA	8. 7.58	A
ST. PIERRE AND MIQUELON	8. 7.58	A
NETHERLANDS	20. 8.26	
NETHERLANDS ANTILLES	15.12.55	A
SURINAM	5. 8.57	A
NEW ZEALAND	29. 3.38	
COOK ISLANDS	26.10.51	A
NIUE	26.10.51	A
UNITED KINGDOM	6. 8.23	
ANTIGUA	4. 6.62	A
BAHAMAS	4. 6.62	A
BERMUDA	4. 6.62	A
BRITISH HONDURAS	4. 6.62	A
BRITISH VIRGIN ISLANDS	5.10.62	A
BRUNEI	26. 4.65	A
DOMINICA	4. 6.62	A
FALKLAND ISLANDS (MALVINAS)	4. 6.62	A
GIBRALTAR	4. 6.62	A
GILBERT AND ELLICE ISLANDS	4. 6.62	A
GRENADA	27. 6.63	A
GUERNSEY	6. 8.23	A
HONG KONG	4. 6.62	A
JERSEY	6. 8.23	A
ISLE OF MAN	6. 8.23	A

CONVENTION NO 11. RIGHT OF ASSOCIATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 11. 5.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	6. 8.23	
MONTSERRAT	4. 6.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	29. 5.63	A
ST. HELENA	5.10.62	A
ST. LUCIA	4. 6.62	A
ST. VINCENT	4. 6.62	A
SEYCHELLES	4. 6.62	A
SOLOMON ISLANDS	4. 6.62	A

CONVENTION NO 12. WORKMEN'S COMPENSATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 26. 2.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	7. 6.60	
NEW GUINEA	31. 1.66	A
PAPUA	31. 1.66	A
DENMARK	26. 2.23	
FAROE ISLANDS	28. 9.60	A
NETHERLANDS	20. 8.26	
NETHERLANDS ANTILLES	15.12.55	A
UNITED KINGDOM	6. 8.23	
ANTIGUA	4. 6.62	A
BAHAMAS	2. 5.67	M
BERMUDA	2. 5.67	A
BRITISH HONDURAS	4. 6.62	A
BRITISH VIRGIN ISLANDS	5.10.62	A
BRUNEI	26. 4.65	A
DOMINICA	4. 6.62	A

CONVENTION NO 12. WORKMEN'S COMPENSATION (AGRICULTURE), 1921

DATE OF ENTRY INTO FORCE - 26. 2.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	6. 8.23	
FALKLAND ISLANDS (MALVINAS)	4. 6.62	A
GIBRALTAR	4. 6.62	A
GILBERT AND ELLICE ISLANDS	4. 6.62	A
GRENADA	27. 6.63	A
GUERNSEY	6. 8.23	A
JERSEY	6. 8.23	A
ISLE OF MAN	6. 8.23	A
MONTSERRAT	4. 6.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	29. 5.63	A
ST. HELENA	5.10.62	A
ST. LUCIA	4. 6.62	A
ST. VINCENT	4. 6.62	A
SOLOMON ISLANDS	4. 6.62	A

CONVENTION NO 13. WHITE LEAD (PAINTING), 1921

DATE OF ENTRY INTO FORCE - 31. 8.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	19. 2.26	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	24. 1.39	A
GUADELOUPE	9. 2.34	A
MARTINIQUE	9. 2.34	A
REUNION	9. 2.34	A

CONVENTION NO 13. WHITE LEAD (PAINTING), 1921

DATE OF ENTRY INTO FORCE - 31. 8.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	19. 2.26	
OVERSEAS TERRITORIES		
COMORO ISLANDS	24. 1.39	A
FRENCH POLYNESIA	24. 1.39	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	24. 1.39	A
NEW CALEDONIA	24. 1.39	A
ST. PIERRE AND MIQUELON	24. 1.39	A
NETHERLANDS	15.12.39	
SURINAM	5. 8.57	A

CONVENTION NO 14. WEEKLY REST (INDUSTRY), 1921

DATE OF ENTRY INTO FORCE - 19. 6.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	30. 8.35	
FAROE ISLANDS	30. 8.35	A
GREENLAND	31. 5.54	A
FRANCE	3. 9.26	
OVERSEAS DEPARTMENTS		
FRENCH GUYANA	14. 2.47	A
GUADELOUPE	14. 2.47	A
MARTINIQUE	14. 2.47	A
REUNION	14. 2.47	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	19. 3.54	A
FRENCH POLYNESIA	19. 3.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	19. 3.54	A
NEW CALEDONIA	14. 2.47	A
ST. PIERRE AND MIQUELON	19. 3.54	A

CONVENTION NO 14. WEEKLY REST (INDUSTRY), 1921

DATE OF ENTRY INTO FORCE - 19. 6.23

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION	
NETHERLANDS	14. 7.65		
NETHERLANDS ANTILLES	14. 7.65	A	
SURINAM	14. 7.65	A	
NEW ZEALAND	29. 3.38		
COOK ISLANDS	4.12.46	A	
NIUE	4.12.46	A	
UNITED KINGDOM			
ANTIGUA	27. 3.50	A	(U)
BAHAMAS	27. 3.50	A	(U)
BRITISH VIRGIN ISLANDS	27. 3.50	A	(U)
DOMINICA	27. 3.50	A	(U)
FALKLAND ISLANDS (MALVINAS)	27. 3.50	A	(U)
GRENADA	27. 3.50	A	(U)
MONTSERRAT	27. 3.50	A	(U)
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	A	(U)
ST. HELENA	27. 3.50	A	(U)
ST. LUCIA	27. 3.50	A	(U)
ST. VINCENT	27. 3.50	A	(U)
SOLOMON ISLANDS	27. 3.50	A	(U)
SOUTHERN RHODESIA	27. 3.50	A	(U)

CONVENTION NO 15. MINIMUM AGE (TRIMMERS AND STOKERS), 1921

DATE OF ENTRY INTO FORCE - 20.11.22

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION	
DENMARK	12. 5.24		
FAROE ISLANDS	12. 5.24	A	
GREENLAND	31. 5.54	A	

CONVENTION NO 15. MINIMUM AGE (TRIMMERS AND STOKERS), 1921

DATE OF ENTRY INTO FORCE - 20.11.22

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	8. 3.26	
BERMUDA	27. 3.50	A (U)
BRITISH HONDURAS	1. 8.61	A (U)
BRUNEI	1. 6.60	A (U)
DOMINICA	27. 3.50	A (U)
GIBRAITAR	27. 3.50	A (U)
GRENADA	27. 3.50	A (U)
GUERNSEY	8. 3.26	A
HONG KONG	27. 3.50	A (U)
JERSEY	8. 3.26	A
ISLE OF MAN	8. 3.26	A
MONTSERRAT	5. 7.62	A (U)
ST. HELENA.	27. 3.50	A (U)
ST. LUCIA	27. 3.50	A (U)
ST. VINCENT	27. 3.50	A (U)
SEYCHELLES	27. 3.50	A (U)
SOLOMON ISLANDS	27. 3.50	M (U)

CONVENTION NO 16. MEDICAL EXAMINATION OF YOUNG PERSONS (SEA), 1921

DATE OF ENTRY INTO FORCE - 20.11.22

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	23. 4.38	
FAROE ISLANDS	23. 4.38	A
GREENLAND	31. 5.54	A
UNITED KINGDOM	8. 3.26	
BERMUDA	27. 3.50	A (U)
BRITISH HONDURAS	22. 8.66	A (U)
BRUNEI	11. 9.61	A (U)

CONVENTION NO 16. MEDICAL EXAMINATION OF YOUNG PERSONS (SEA), 1921

DATE OF ENTRY INTO FORCE - 20.11.22

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION	
UNITED KINGDOM	8. 3.26		
DOMINICA	27. 3.50	A	(U)
GIBRALTAR	27. 3.50	A	(U)
GRENADA	27. 3.50	A	(U)
GUERNSEY	8. 3.26	A	
HONG KONG	27. 3.50	A	(U)
JERSEY	8. 3.26	A	
ISLE OF MAN	8. 3.26	A	
MONTSERRAT	5. 7.62	A	(U)
ST. HELENA	27. 3.50	A	(U)
ST. LUCIA	27. 3.50	A	(U)
ST. VINCENT	27. 3.50	A	(U)
SEYCHELLES	27. 3.50	A	(U)
SOLOMON ISLANDS	27. 3.50	A	(U)

CONVENTION NO 17. WORKMEN'S COMPENSATION (ACCIDENTS), 1925

DATE OF ENTRY INTO FORCE - 1. 4.27

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION	
FRANCE	17. 5.48		
OVERSEAS DEPARTMENTS			
FRENCH GUIANA	27. 4.55	A	
GUADELOUPE	27. 4.55	A	
MARTINIQUE	27. 4.55	A	
REUNION	27. 4.55	A	
NETHERLANDS	13. 9.27		
NETHERLANDS ANTILLES	5. 8.57	A	
SURINAM	15. 4.58	A	

CONVENTION NO 17. WORKMEN'S COMPENSATION (ACCIDENTS), 1925

DATE OF ENTRY INTO FORCE - 1. 4.27

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	28. 6.49	
ANTIGUA	27. 3.50	M (U)
BAHAMAS	27. 3.50	M (U)
BERMUDA	17. 6.66	M (U)
BRITISH HONDURAS	27. 3.50	M (U)
BRITISH VIRGIN ISLANDS	17. 9.64	A (U)
DOMINICA	27. 3.50	M (U)
FALKLAND ISLANDS (MALVINAS)	27. 3.50	M (U)
GIBRALTAR	29.12.58	A (U)
GILBERT AND ELLICE ISLANDS	15. 8.67	M (U)
GRENADA	27. 3.50	M (U)
GUERNSEY	28. 6.49	A
JERSEY	28. 6.49	A
ISLE OF MAN	28. 6.49	A
MONTSERRAT	5. 7.62	A (U)
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	M (U)
ST. HELENA	27. 3.50	M (U)
ST. LUCIA	6.11.67	A (U)
ST. VINCENT	27. 3.50	M (U)
SOLOMON ISLANDS	30. 3.65	M (U)
SOUTHERN RHODESIA	27. 3.50	M (U)

CONVENTION NO 18. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES), 1925

DATE OF ENTRY INTO FORCE - 1. 4.27

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	22. 4.59	
NEW GUINEA	8. 2.61	A
PAPUA	8. 2.61	A

CONVENTION NO 18. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES), 1925

DATE OF ENTRY INTO FORCE - 1. 4.27

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	18. 6.34	
FAROE ISLANDS	18. 6.34	A
FRANCE	13. 8.31	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	15. 3.38	A
GUADELOUPE	15. 3.38	A
MARTINIQUE	15. 3.38	A
REUNION	15. 3.38	A

CONVENTION NO 19. EQUALITY OF TREATMENT (ACCIDENT COMPENSATION), 1925

DATE OF ENTRY INTO FORCE - 8. 9.26

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	12. 6.59	
NEW GUINEA	8. 2.61	A
PAPUA	8. 2.61	A
DENMARK	31. 3.28	
FAROE ISLANDS	31. 3.28	A
GREENLAND	31. 5.54	A
FRANCE	4. 4.28	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	22. 2.48	A
GUADELOUPE	22. 2.48	A
MARTINIQUE	22. 2.48	A
REUNION	22. 2.48	A
NETHERLANDS	13. 9.27	
SURINAM	13. 7.51	A

CONVENTION NO 19. EQUALITY OF TREATMENT (ACCIDENT COMPENSATION), 1925

DATE OF ENTRY INTO FORCE - 8. 9.26

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	6.10.26	
ANTIGUA	27. 3.50	A (U)
BAHAMAS	27. 3.50	A (U)
BERMUDA	5. 9.66	M (U)
BRITISH HONDURAS	27. 3.50	A (U)
BRITISH VIRGIN ISLANDS	27. 3.50	A (U)
BRUNET	1. 6.60	A (U)
DOMINICA	27. 3.50	A (U)
FALKLAND ISLANDS (MALVINAS)	27. 3.50	A (U)
GIBRALTAR	29.12.58	A (U)
GRENADA	27. 3.50	A (U)
GUERNSEY	6.10.26	A
HONG KONG	27. 3.50	A (U)
JERSEY	6.10.26	A
ISLE OF MAN	6.10.26	A
MONTSERRAT	27. 3.50	A (U)
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	A (U)
ST. HELENA	27. 3.50	A (U)
ST. LUCIA	27. 3.50	A (U)
ST. VINCENT	27. 3.50	A (U)
SOLOMON ISLANDS	27. 2.59	A (U)
SOUTHERN RHODESIA	27. 3.50	A (U)

CONVENTION NO 22. SEAMEN'S ARTICLES OF AGREEMENT, 1926

DATE OF ENTRY INTO FORCE - 4. 4.28

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	15.12.37	
NETHERLANDS ANTILLES	5. 8.57	A

CONVENTION NO 22. SEAMEN'S ARTICLES OF AGREEMENT, 1926

DATE OF ENTRY INTO FORCE - 4. 4.28

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	14. 6.29	
BAHAMAS	15. 1.63	A
BERMUDA	4. 2.63	A
BRITISH HONDURAS	12. 6.64	A
DOMINICA	15.10.63	A
FALKLAND ISLANDS (MALVINAS)	8. 5.63	A
GIBRALTAR	7. 3.63	A
GUERNSEY	14. 6.29	A
HONG KONG	12. 6.64	M
JERSEY	14. 6.29	A
ISLE OF MAN	14. 6.29	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	12. 6.64	M
SEYCHELLES	16.10.64	M

CONVENTION NO 23. REPATRIATION OF SEAMEN, 1926

DATE OF ENTRY INTO FORCE - 16. 4.28

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	5. 5.48	
NETHERLANDS ANTILLES	5. 8.57	A

CONVENTION NO 24. SICKNESS INSURANCE (INDUSTRY), 1927

DATE OF ENTRY INTO FORCE - 15. 7.28

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	20. 2.31	
GUERNSEY	20. 2.31	A
JERSEY	20. 2.31	A
ISLE OF MAN	20. 2.31	A

CONVENTION NO 25. SICKNESS INSURANCE (AGRICULTURE), 1927

DATE OF ENTRY INTO FORCE - 15. 7.28

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	15.11.65	
NETHERLANDS ANTILLES	30. 5.68	A
UNITED KINGDOM	20. 2.31	
GUERNSEY	20. 2.31	A
JERSEY	20. 2.31	A
ISLE OF MAN	20. 2.31	A

CONVENTION NO 26. MINIMUM WAGE-FIXING MACHINERY, 1928

DATE OF ENTRY INTO FORCE - 14. 6.30

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	18. 9.30	
OVERSEAS TERRITORIES		
COMORO ISLANDS	19. 3.54	A
FRENCH POLYNESIA	19. 3.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	19. 3.54	A
NEW CALEDONIA	19. 3.54	A
ST. PIERRE AND MIQUELON	19. 3.54	A
UNITED KINGDOM	14. 6.29	
BAHAMAS	28. 8.64	A
BRITISH HONDURAS	4. 6.62	A
BRITISH VIRGIN ISLANDS	5.10.62	A
DOMINICA	4. 6.62	A
FALKLAND ISLANDS (MALVINAS)	4. 6.62	A
GIBRALTAR	4. 6.62	A
GILBERT AND ELLICE ISLANDS	15.10.63	A
GRENADA	27. 6.63	A
GUERNSEY	14. 6.29	A

CONVENTION NO 26. MINIMUM WAGE-FIXING MACHINERY, 1928

DATE OF ENTRY INTO FORCE - 14. 6.30

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	14. 6.29	
HONG KONG	4. 6.62	A
JERSEY	14. 6.29	A
ISLE OF MAN	14. 6.29	A
MONTSERRAT	12. 6.64	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	29. 5.63	A
ST. HELENA	5.10.62	A
ST. LUCIA	4. 6.62	A
ST. VINCENT	4. 6.62	A
SEYCHELLES	4. 6.62	A
SOLOMON ISLANDS	4. 6.62	A

CONVENTION NO 27. MARKING OF WEIGHT (PACKAGES TRANSPORTED BY VESSELS), 1929

DATE OF ENTRY INTO FORCE - 9. 3.32

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	9. 3.31	
NEW GUINEA	12. 9.31	A
NORFOLK ISLAND	12. 9.31	A
PAPUA	12. 9.31	A
NETHERLANDS	4. 1.33	
SURINAM	5. 8.57	A

CONVENTION NO 29. FORCED LABOUR, 1930

DATE OF ENTRY INTO FORCE - 1. 5.32

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	2. 1.32	
NEW GUINEA	2. 1.32	A
NORFOLK ISLAND	2. 1.32	A
PAPIJA	2. 1.32	A
DENMARK	11. 2.32	
FAROE ISLANDS	11. 2.32	A
GREENLAND	11. 2.32	A
FRANCE	24. 6.37	
OVERSEAS DEPARTMENTS		
FRENCH GUTANA	24. 6.37	A
GUADLOUPE	24. 6.37	A
MARTINIQUE	24. 6.37	A
REUNION	24. 6.37	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	26. 7.54	A
FRENCH POLYNESIA	26. 7.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	26. 7.54	A
NEW CALEDONIA	26. 7.54	A
ST. PIERRE AND MIQUELON	26. 7.54	A
NETHERLANDS	31. 3.33	
NETHERLANDS ANTILLES	31. 3.33	A
SURINAM	31. 3.33	A
NEW ZEALAND	29. 3.38	
COOK ISLANDS	4.12.46	A
NIUF	4.12.46	A
TOKELAU ISLANDS	7. 6.56	A
UNITED KINGDOM	3. 6.31	
ANTIGUA	3. 6.31	A
BAHAMAS	3. 6.31	A
BERMUDA	3. 6.31	A

CONVENTION NO 29. FORCED LABOUR, 1930

DATE OF ENTRY INTO FORCE - 1. 5.32

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	3. 6.31	
BRITISH HONDURAS	3. 6.31	A
BRITISH VIRGIN ISLANDS	3. 6.31	A
BRUNEI	3. 6.31	A
DOMINICA	3. 6.31	A
FALKLAND ISLANDS (MALVINAS)	3. 6.31	A
GIBRAITAR	3. 6.31	A
GILBERT AND ELLICE ISLANDS	3. 6.31	A
GRENADA	3. 6.31	A
GUERNSEY	3. 6.31	A
HONG KONG	3. 6.31	A
JERSEY	3. 6.31	A
ISLE OF MAN	3. 6.31	A
MONTSERRAT	3. 6.31	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	3. 6.31	A
ST. HELENA	3. 6.31	A
ST. LUCIA	3. 6.31	A
ST. VINCENT	3. 6.31	A
SEYCHELLES	3. 6.31	A
SOLOMON ISLANDS	3. 6.31	A
SOUTHERN RHODESIA	20. 3.33	A

CONVENTION NO 32. PROTECTION AGAINST ACCIDENTS (DOCKERS) (REVISED), 1932

DATE OF ENTRY INTO FORCE - 30.10.34

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	10. 1.35	
FALKLAND ISLANDS (MALVINAS)	29.12.64	M
GUERNSEY	10. 1.35	A
JERSEY	10. 1.35	A
ISLE OF MAN	10. 1.35	A

CONVENTION NO 33. MINIMUM AGE (NON-INDUSTRIAL EMPLOYMENT), 1932

DATE OF ENTRY INTO FORCE - 6. 6.35

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	29. 4.39	
OVERSEAS TERRITORIES		
COMORO ISLANDS	19. 3.54	A
FRENCH POLYNESIA	19. 3.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	19. 3.54	A
NEW CALEDONIA	19. 3.54	A
ST. PIERRE AND MIQUELON	19. 3.54	A
NETHERLANDS	12. 7.35	
NETHERLANDS ANTILLES	5. 8.57	A

CONVENTION NO 35. OLD-AGE INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE - 18. 7.37

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 7.36	
FALKLAND ISLANDS (MALVINAS)	21. 5.64	M
GIBRALTAR	21. 5.64	A
GUERNSEY	18. 7.36	A
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A

CONVENTION NO 36. OLD-AGE INSURANCE (AGRICULTURE), 1933

DATE OF ENTRY INTO FORCE - 18. 7.37

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 7.36	
FALKLAND ISLANDS (MALVINAS)	21. 5.64	M
GUERNSEY	18. 7.36	A
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A

CONVENTION NO 37. INVALIDITY INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE - 18. 7.37

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 7.36	
GUERNSEY	18. 7.36	A
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A

CONVENTION NO 38. INVALIDITY INSURANCE (AGRICULTURE), 1933

DATE OF ENTRY INTO FORCE - 18. 7.37

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 7.36	
GUERNSEY	18. 7.36	A
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A

CONVENTION NO 39. SURVIVORS' INSURANCE (INDUSTRY, ETC.), 1933

DATE OF ENTRY INTO FORCE - 8.11.46

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 7.36	
GIBRALTAR	21. 5.64	M
GUERNSEY	18. 7.36	A
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A

CONVENTION NO 40. SURVIVORS' INSURANCE (AGRICULTURE), 1933

DATE OF ENTRY INTO FORCE - 29. 9.49

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 7.36	
GUERNSEY	18. 7.36	A
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A

CONVENTION NO 41. NIGHT WORK (WOMEN) (REVISED), 1934

DATE OF ENTRY INTO FORCE - 22.11.36

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	25. 1.38	
OVERSEAS TERRITORIES		
COMORO ISLANDS	29. 4.40	A
FRENCH POLYNESTIA	29. 4.40	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	29. 4.40	A
NEW CALEDONTIA	20. 4.40	A
ST. PIERRE AND MIQUELON	29. 4.40	A
NETHERLANDS	9.12.35	
SURINAM	25. 7.51	A

CONVENTION NO 42. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES) (REVISED), 1934

DATE OF ENTRY INTO FORCE - 17. 6.36

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	29. 4.59	
NEW GUINEA	8. 2.61	A
PAPUA	8. 2.61	A
FRANCE	17. 5.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	1. 9.39	
NETHERLANDS ANTILLES	15.12.55	A
SURINAM	13. 7.51	A

CONVENTION NO 42. WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES) (REVISED),
1934

DATE OF ENTRY INTO FORCE - 17. 6.36

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	29. 4.36	
BAHAMAS	2. 5.67	M
BERMUDA	2. 5.67	M
BRITISH HONDURAS	21. 5.64	A
BRUNEI	26. 4.65	A
FALKLAND ISLANDS (MALVINAS)	1. 3.67	A
GIBRALTAR	21. 5.64	A
GILBERT AND ELLICE ISLANDS	7. 6.67	A
GUERNSEY	29. 4.36	A
HONG KONG	30. 3.65	M
JERSEY	29. 4.36	A
ISLE OF MAN	29. 4.36	A
MONTSERRAT	26.10.66	M
ST. CHRISTOPHER, NEVIS AND ANGUILLA	17. 9.64	M
ST. LUCIA	31. 3.66	M
SOLOMON ISLANDS	11.11.64	A

CONVENTION NO 44. UNEMPLOYMENT PROVISION, 1934

DATE OF ENTRY INTO FORCE - 10. 6.38

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	29. 4.36	
GIBRALTAR	11.11.64	M
GUERNSEY	29. 4.36	A
JERSEY	29. 4.36	A
ISLE OF MAN	29. 4.36	A

CONVENTION NO 45. UNDERGROUND WORK (WOMEN), 1935

DATE OF ENTRY INTO FORCE - 30. 5.37

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	7.10.53	
NEW GUINEA	14.12.54	A
PAPUA	14.12.54	A
NETHERLANDS	20. 2.37	
NETHERLANDS ANTILLES	5. 8.57	A
UNITED KINGDOM	18. 7.36	
BAHAMAS	27. 3.50	A (U)
FALKLAND ISLANDS (MALVINAS)	27. 3.50	A (U)
GI BRALTAR	27. 3.50	A (U)
GUERNSEY	18. 7.36	A
HONG KONG	27. 3.50	A (U)
JERSEY	18. 7.36	A
ISLE OF MAN	18. 7.36	A
SOLOMON ISLANDS	27. 3.50	A (U)
SOUTHERN RHODESIA	27. 3.50	A (U)

CONVENTION NO 50. RECRUITING OF INDIGENOUS WORKERS, 1936

DATE OF ENTRY INTO FORCE - 8. 9.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NEW ZEALAND	8. 7.47	
COOK ISLANDS	8. 7.47	A
NIUE	8. 7.47	A
UNITED KINGDOM	22. 5.39	
ANTIGUA	22. 5.39	A
BAHAMAS	30. 9.44	A
BRITISH HONDURAS	22. 5.39	A
BRITISH VIRGIN ISLANDS	22. 5.39	A
BRIUNFI	22. 5.39	A

CONVENTION NO 50. RECRUITING OF INDIGENOUS WORKERS, 1936

DATE OF ENTRY INTO FORCE - 9. 9.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	22. 5.39	
DOMINICA	22. 5.39	A
GILBERT AND ELLICE ISLANDS	22. 5.39	A
GRENADA	22. 5.39	A
GUERNSEY	22. 5.39	A
HONG KONG	22. 5.39	A
JERSEY	22. 5.39	A
ISLE OF MAN	22. 5.39	A
MONTSERRAT	22. 5.39	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	22. 5.39	A
ST. LUCIA	22. 5.39	A
ST. VINCENT	22. 5.39	A
SEYCHELLES	22. 5.39	A
SOLOMON ISLANDS	22. 5.39	A
SOUTHERN RHODESIA	11. 3.40	A

CONVENTION NO 52. HOLIDAYS WITH PAY, 1936

DATE OF ENTRY INTO FORCE - 22. 9.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	22. 6.39	
FAROE ISLANDS	15. 6.61	A

CONVENTION NO 53. OFFICERS' COMPETENCY CERTIFICATES, 1936

DATE OF ENTRY INTO FORCE - 29. 3.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	13. 7.38	
FAROE ISLANDS	13. 7.38	A

CONVENTION NO 53. OFFICERS' COMPETENCY CERTIFICATES, 1936

DATE OF ENTRY INTO FORCE - 29. 3.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	19. 6.47	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
UNITED STATES	29.10.38	
AMERICAN SAMOA	29.10.38	A
GUAM	29.10.38	A
PUERTO RICO	29.10.38	A
TRUST TERRITORY OF PACIFIC ISLANDS	7. 6.61	A
VIRGIN ISLANDS	29.10.38	A

CONVENTION NO 54. HOLIDAYS WITH PAY (SEA), 1936

THIS CONVENTION HAS NOT COME INTO FORCE

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED STATES	29.10.38	
AMERICAN SAMOA	29.10.38	A
GUAM	29.10.38	A
PUERTO RICO	29.10.38	A
VIRGIN ISLANDS	29.10.38	A

CONVENTION NO 55. SHIPOWNERS' LIABILITY (SICK AND INJURED SEAMEN), 1936

DATE OF ENTRY INTO FORCE - 29.10.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	19. 6.47	
OVERSEAS DEPARTMENTS		
FRENCH GUYANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
UNITED STATES	29.10.38	
AMERICAN SAMOA	29.10.38	A
GUAM	29.10.38	A
PUERTO RICO	29.10.38	A
VIRGIN ISLANDS	29.10.38	A

CONVENTION NO 56. SICKNESS INSURANCE (SEA), 1936

DATE OF ENTRY INTO FORCE - 9.12.49

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUYANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
UNITED KINGDOM	30. 9.44	
GUERNSEY	30. 9.44	A
JERSEY	30. 9.44	A
ISLE OF MAN	30. 9.44	A

CONVENTION NO 57. HOURS OF WORK AND MANNING (SEA), 1936

THIS CONVENTION HAS NOT COME INTO FORCE

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED STATES	29.10.38	
AMERICAN SAMOA	29.10.38	A
GUAM	29.10.38	A
PUERTO RICO	29.10.38	A
VIRGIN ISLANDS	29.10.38	A

CONVENTION NO 58. MINIMUM AGE (SEA) (REVISED), 1936

DATE OF ENTRY INTO FORCE - 11. 4.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	8. 7.47	
NETHERLANDS ANTILLES	5. 8.57	A
UNITED KINGDOM		
ANTIGUA	27. 3.50	M (U)
BAHAMAS	27. 3.50	M (U)
BERMUDA	4.10.67	M (U)
BRITISH HONDURAS	27. 3.50	M (U)
BRITISH VIRGIN ISLANDS	27. 3.50	M (U)
BRUNEI	1. 6.60	M (U)
DOMINICA	27. 3.50	A (U)
FALKLAND ISLANDS (MALVINAS)	27. 3.50	M (U)
GIBRALTAR	29.12.58	A (U)
GILBERT AND ELLICE ISLANDS	27. 3.50	M (U)

CONVENTION NO 58. MINIMUM AGE (SEA) (REVISED), 1936

DATE OF ENTRY INTO FORCE - 11. 4.39

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM		
GRENADA	27. 3.50	A (U)
HONG KONG	27. 3.50	M (U)
MONTserrat	27. 3.50	M (U)
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	M (U)
ST. HELENA	27. 3.50	A (U)
ST. LUCIA	27. 3.50	M (U)
ST. VINCENT	27. 3.50	M (U)
SEYCHELLES	27. 3.50	A (U)
SOLOMON ISLANDS	27. 3.50	A (U)
UNITED STATES	29.10.38	
AMERICAN SAMOA	29.10.38	A
GUAM	29.10.38	A
PUERTO RICO	29.10.38	A
VIRGIN ISLANDS	29.10.38	A

CONVENTION NO 59. MINIMUM AGE (INDUSTRY) (REVISED), 1937

DATE OF ENTRY INTO FORCE - 21. 2.41

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM		
ANTIGUA	27. 3.50	M (U)
BAHAMAS	27. 3.50	M (U)
BERMUDA	21. 5.64	A (U)
BRITISH HONDURAS	27. 3.50	M (U)
BRITISH VIRGIN ISLANDS	27. 3.50	M (U)
DOMINICA	27. 3.50	M (U)
FALKLAND ISLANDS (MALVINAS)	27. 3.50	M (U)
GIBRAI TAR	27. 3.50	M (U)

CONVENTION NO 59. MINIMUM AGE (INDUSTRY) (REVISED), 1937

DATE OF ENTRY INTO FORCE - 21. 2.41

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM		
GILBERT AND ELLICE ISLANDS	27. 3.50	M (U)
GRENADA	27. 3.50	M (U)
HONG KONG	27. 3.50	M (U)
MONTERRAT	27. 3.50	M (U)
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	M (U)
ST. HELENA	27. 3.50	M (U)
ST. LUCIA	27. 3.50	M (U)
ST. VINCENT	27. 3.50	M (U)
SEYCHELLES	27. 3.50	M (U)
SOLOMON ISLANDS	27. 3.50	A (U)
SOUTHERN RHODESIA	27. 3.50	M (U)

CONVENTION NO 62. SAFETY PROVISIONS (BUILDING), 1937

DATE OF ENTRY INTO FORCE - 4. 7.42

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	16.12.50	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADFLOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	2. 5.50	
SURINAM	25. 6.51	A

CONVENTION NO 63. STATISTICS OF WAGES AND HOURS OF WORK, 1938

DATE OF ENTRY INTO FORCE - 22. 6.40

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	26. 5.47	
BRUNET EXCLUDING PART(S) II IV	26. 4.65	A
GIBRALTAR EXCLUDING PART(S) II IV	12. 6.64	M
GILBERT AND ELLICE ISLANDS EXCLUDING PART(S) II IV	21. 5.64	A
GUERNSEY	26. 5.47	A
HONG KONG EXCLUDING PART(S) II IV	15.10.63	M
JERSEY	26. 5.47	A
ISLE OF MAN	26. 5.47	A
ST. HELENA EXCLUDING PART(S) III	16. 6.65	M
ST. LUCIA EXCLUDING PART(S) II	22. 1.65	M

CONVENTION NO 64. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE - 8. 7.48

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NEW ZEALAND	8. 7.47	
COOK ISLANDS	8. 7.47	A
NIUE	8. 7.47	A
UNITED KINGDOM	24. 8.43	
ANTIGUA	24. 8.43	A
BAHAMAS	16. 3.62	A
BRITISH HONDURAS	24. 8.43	A
BRITISH VIRGIN ISLANDS	24. 8.43	A
BRUNET	24. 8.43	A

CONVENTION NO 64. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE - 8. 7.48

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	24. 8.43	
DOMINICA	24. 9.43	A
GILBERT AND ELLICE ISLANDS	24. 8.43	A
GRENADA	24. 8.43	A
GUERNSEY	24. 8.43	A
HONG KONG	24. 8.43	A
JERSEY	24. 8.43	A
ISLE OF MAN	24. 8.43	A
MONTSERRAT	24. 8.43	A
ST. CHRISTOPHER, NEVIS AND ANGIILLA	24. 8.43	A
ST. HELENA	24. 8.43	A
ST. LUCIA	24. 8.43	A
ST. VINCENT	24. 8.43	A
SEYCHELLES	24. 8.43	A
SOLOMON ISLANDS	24. 8.43	A

CONVENTION NO 65. PENAL SANCTIONS (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE - 8. 7.48

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NEW ZEALAND	8. 7.47	
COOK ISLANDS	8. 7.47	A
NIUE	8. 7.47	A
TOKELAU ISLANDS	13. 6.56	A
UNITED KINGDOM	24. 8.43	
ANTIGUA	24. 8.43	A
BAHAMAS	30. 9.44	A
BERMUDA	30. 9.44	A
BRITISH HONDURAS	24. 8.43	A

CONVENTION NO 65. PENAL SANCTIONS (INDIGENOUS WORKERS), 1939

DATE OF ENTRY INTO FORCE - 8. 7.48

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	24. 8.43	
BRITISH VIRGIN ISLANDS	24. 8.43	A
BRUNEI	24. 8.43	A
DOMINICA	24. 8.43	A
GILBERT AND ELLICE ISLANDS	24. 8.43	A
GRENADA	24. 8.43	A
GUERNSEY	24. 8.43	A
HONG KONG	24. 8.43	A
JERSEY	24. 8.43	A
ISLE OF MAN	24. 8.43	A
MONTserrat	24. 8.43	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	24. 8.43	A
ST. HELENA	24. 8.43	A
ST. LUCIA	24. 8.43	A
ST. VINCENT	24. 8.43	A
SEYCHELLES	24. 8.43	A
SOLOMON ISLANDS	24. 8.43	A

CONVENTION NO 68. FOOD AND CATERING (SHIPS' CREWS), 1946

DATE OF ENTRY INTO FORCE - 24. 3.57

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A

CONVENTION NO 69. CERTIFICATION OF SHIPS' COOKS, 1946

DATE OF ENTRY INTO FORCE - 22. 4.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	23. 2.51	
NETHERLANDS ANTILLES	7. 9.51	A
UNITED KINGDOM	29. 7.49	
GUERNSEY	29. 7.49	A
JERSEY	29. 7.49	A
ISLE OF MAN	29. 7.49	A

CONVENTION NO 70. SOCIAL SECURITY (SEAFARERS), 1946

THIS CONVENTION HAS NOT COME INTO FORCE

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
UNITED KINGDOM	20. 5.53	
ISLE OF MAN	10. 3.56	A

CONVENTION NO 71. SEAFARERS' PENSIONS, 1946

DATE OF ENTRY INTO FORCE - 10.10.62

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A

CONVENTION NO 73. MEDICAL EXAMINATION (SEAFARERS), 1946

DATE OF ENTRY INTO FORCE - 17. 8.55

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A

CONVENTION NO 74. CERTIFICATION OF ABLE SEAMEN, 1946

DATE OF ENTRY INTO FORCE - 14. 7.51

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	9.12.48	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	14. 7.50	
NETHERLANDS ANTILLES	7. 9.51	A

CONVENTION NO 74. CERTIFICATION OF ABLE SEAMEN, 1946

DATE OF ENTRY INTO FORCE - 14. 7.51

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	13. 5.52	
GUERNSEY	3.12.56	A
JERSEY	3.12.56	A
ISLE OF MAN	3.12.56	A
UNITED STATES	9. 4.53	
GUAM	7. 6.61	A
PUERTO RICO	7. 6.61	A
VIRGIN ISLANDS	7. 6.61	A

CONVENTION NO 81. LABOUR INSPECTION, 1947

DATE OF ENTRY INTO FORCE - 7. 4.50

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	16.12.50	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADLOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	15. 9.51	
NETHERLANDS ANTILLES	26. 9.51	A
SURINAM	26. 9.51	A
UNITED KINGDOM	28. 6.49	
ANTIGUA EXCLUDING PART II	22. 3.58	A
BRITISH HONDURAS	22. 8.66	A
BRUNEI EXCLUDING PART II	22. 3.58	A
GIBRALTAR	22. 3.58	A

CONVENTION NO 81. LABOUR INSPECTION, 1947

DATE OF ENTRY INTO FORCE - 7. 4.50

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	28. 6.49	
GRENADA EXCLUDING PART II	22. 3.58	A
GUERNSEY EXCLUDING PART II	28. 6.49	A
HONG KONG EXCLUDING PART II	11. 7.66	A
JERSEY EXCLUDING PART II	28. 6.49	A
ISLE OF MAN EXCLUDING PART II	28. 6.49	A
ST. VINCENT EXCLUDING PART II	22. 3.58	A
SOLOMON ISLANDS	26. 5.66	A
SOUTHERN RHODESIA EXCLUDING PART II	11. 4.60	M

CONVENTION NO 82. SOCIAL POLICY (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE - 19. 6.55

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	26. 7.54	
OVERSEAS TERRITORIES		
COMORO ISLANDS	26. 7.54	M
FRENCH POLYNESIA	26. 7.54	M
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	26. 7.54	M
NEW CALEDONIA	26. 7.54	M
ST. PIERRE AND MIQUELON	26. 7.54	M
NEW ZEALAND	19. 6.54	
COOK ISLANDS	19. 6.54	M
NIUE	19. 6.54	M
TOKELAU ISLANDS	19. 6.54	M

CONVENTION NO 82. SOCIAL POLICY (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE - 19. 6.55

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	27. 3.50	
ANTIGUA	27. 3.50	A
BAHAMAS	27. 3.50	A
BERMUDA	27. 3.50	A
BRITISH HONDURAS	27. 3.50	A
BRITISH VIRGIN ISLANDS	27. 3.50	A
BRUNEI	27. 3.50	M
DOMINICA	27. 3.50	A
FALKLAND ISLANDS (MALVINAS)	27. 3.50	M
GIBRALTAR	27. 3.50	A
GILBERT AND ELLICE ISLANDS	27. 3.50	M
GRENADA	27. 3.50	A
HONG KONG	27. 3.50	M
MONTserrat	27. 3.50	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	A
ST. HELENA	27. 3.50	A
ST. LUCIA	27. 3.50	A
ST. VINCENT	27. 3.50	A
SEYCHELLES	27. 3.50	M
SOLOMON ISLANDS	27. 3.50	M
SOUTHERN RHODESIA	27. 3.50	A

CONVENTION NO. 84. RIGHT OF ASSOCIATION (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE - 1. 7.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	26. 7.54	
OVERSEAS TERRITORIES		
COMORO ISLANDS	6.12.54	A
FRENCH POLYNESIA	6.12.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	6.12.54	A
NEW CALEDONIA	6.12.54	A
ST. PIERRE AND MIQUELON	6.12.54	A
NEW ZEALAND	1. 7.52	
COOK ISLANDS	1. 7.52	A
NIUE	1. 7.52	A
UNITED KINGDOM	27. 3.50	
ANTIGUA	27. 3.50	A
BAHAMAS	27. 3.50	A
BERMUDA	27. 3.50	A
BRITISH HONDURAS	27. 3.50	A
BRITISH VIRGIN ISLANDS	27. 3.50	A
BRUNEI	5.10.62	A
DOMINICA	27. 3.50	A
FALKLAND ISLANDS (MALVINAS)	27. 3.50	A
GIBRALTAR	27. 3.50	A
GILBERT AND ELLICE ISLANDS	7. 7.64	A
GRENADA	27. 3.50	A
HONG KONG	27. 3.50	A
MONTSERRAT	27. 3.50	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	A
ST. HELENA	27. 3.50	A

CONVENTION NO 84. RIGHT OF ASSOCIATION (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE - 1. 7.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	27. 3.50	
ST. LUCIA	27. 3.50	A
ST. VINCENT	27. 3.50	A
SEYCHELLES	27. 3.50	A
SOLOMON ISLANDS	18. 9.61	A
SOUTHERN RHODESIA	27. 3.50	A

CONVENTION NO 85. LABOUR INSPECTORATES (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE - 26. 7.55

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	30. 9.54	
NEW GUINEA	20. 6.66	A
PAPUA	20. 6.66	A
FRANCE	26. 7.54	
OVERSEAS TERRITORIES		
COMORON ISLANDS	6.12.54	A
FRENCH POLYNESIA	6.12.54	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	6.12.54	A
NEW CALEDONIA	6.12.54	A
ST. PIERRE AND MIQUELON	6.12.54	A
UNITED KINGDOM	27. 3.50	
ANTIGUA	27. 3.50	A
BAHAMAS	27. 3.50	A
BRITISH HONDURAS	27. 3.50	A
BRITISH VIRGIN ISLANDS	27. 3.50	A
BRUNEI	27. 3.50	M
DOMINICA	27. 3.50	A

CONVENTION NO 85. LABOUR INSPECTORATES (NON-METROPOLITAN TERRITORIES), 1947

DATE OF ENTRY INTO FORCE - 26. 7.55

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	27. 3.50	
GIBRALTAR	27. 3.50	A
GRENADA	27. 3.50	A
HONG KONG	27. 3.50	A
MONTSERRAT	27. 3.50	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	A
ST. HELENA	27. 3.50	A
ST. LUCIA	27. 3.50	A
ST. VINCENT	27. 3.50	A
SEYCHELLES	27. 3.50	A
SOUTHERN RHODESIA	27. 3.50	A

CONVENTION NO 86. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1947

DATE OF ENTRY INTO FORCE - 13. 2.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	27. 3.50	
ANTIGUA	27. 3.50	A
BAHAMAS	27. 3.50	A
BRITISH HONDURAS	27. 3.50	A
BRITISH VIRGIN ISLANDS	27. 3.50	A
BRUNEI	5. 1.61	M
DOMINICA	27. 3.50	A
GIBRALTAR	27. 3.50	A
GILBERT AND ELLICE ISLANDS	29. 3.61	A
GRENADA	27. 3.50	A
GUERNSEY	27. 3.50	A
HONG KONG	27. 3.50	M
JERSEY	27. 3.50	A

CONVENTION NO 86. CONTRACTS OF EMPLOYMENT (INDIGENOUS WORKERS), 1947

DATE OF ENTRY INTO FORCE - 13. 2.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	27. 3.50	
ISLE OF MAN	27. 3.50	A
MONTSERRAT	27. 3.50	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	27. 3.50	A
ST. HELENA	1. 6.60	A
ST. LUCIA	27. 3.50	A
ST. VINCENT	27. 3.50	A
SEYCHELLES	27. 3.50	A
SOLOMON ISLANDS	15. 8.61	A
SOUTHERN RHODESIA	27. 3.50	A

CONVENTION NO 87. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE, 1948

DATE OF ENTRY INTO FORCE - 4. 7.50

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	13. 6.51	
FAROE ISLANDS	28. 9.60	A
GREENLAND	31. 5.54	A
FRANCE	28. 6.51	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	19. 3.54	A
FRENCH POLYNESIA	19. 3.54	A

CONVENTION NO. 87. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO
ORGANISE, 1948

DATE OF ENTRY INTO FORCE - 4. 7.50

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	28. 6.51	
OVERSEAS TERRITORIES		
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	19. 3.54	A
NEW CALEDONIA	19. 3.54	A
ST. PIERRE AND MIQUELON	19. 3.54	A
NETHERLANDS	7. 3.50	
NETHERLANDS ANTILLES	25. 6.51	A
SURINAM	25. 6.51	A
UNITED KINGDOM	27. 6.49	
ANTIGUA	15. 1.63	A
BAHAMAS	21. 2.67	M
BERMUDA	10. 1.62	A
BRITISH HONDURAS	20.11.63	A
BRITISH VIRGIN ISLANDS	12. 6.64	A
DOMINICA	29.12.58	A
FALKLAND ISLANDS (MALVINAS)	5. 7.62	A
GIBRALTAR	19. 6.58	M
GILBERT AND ELLICE ISLANDS	15. 8.67	A
GRANADA	29.12.58	M
GUERNSEY	27. 6.49	A
HONG KONG	15.10.63	M
JERSEY	27. 6.49	A
ISLE OF MAN	27. 6.49	A
MONTSERRAT	26.11.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	4. 2.63	A
ST. HELENA	26. 5.66	M
ST. LUCIA	29.12.58	A
ST. VINCENT	29.12.58	M
SEYCHELLES	7. 7.64	A

CONVENTION NO 88. EMPLOYMENT SERVICE, 1948

DATE OF ENTRY INTO FORCE - 10. 8.50

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	7. 3.50	
NETHERLANDS ANTILLES	25. 6.51	M
SURINAM	25. 6.51	A
UNITED KINGDOM	10. 8.49	
BAHAMAS	26.10.66	A
BRITISH HONDURAS	28. 8.64	M
GIBRALTAR	22. 3.58	A
GUERNSEY	10. 8.49	A
JERSEY	10. 8.49	A
ISLE OF MAN	10. 8.49	A

CONVENTION NO 89. NIGHT WORK (WOMEN) (REVISED), 1948

DATE OF ENTRY INTO FORCE - 27. 2.51

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	21. 9.53	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	22.10.54	
NETHERLANDS ANTILLES	15.12.55	A

CONVENTION NO 90. NIGHT WORK OF YOUNG PERSONS (INDUSTRY) (REVISED), 1948

DATE OF ENTRY INTO FORCE - 12. 6.51

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	22.10.54	
NETHERLANDS ANTILLES	15.12.55	A

CONVENTION NO 91. PAID VACATIONS (SEAFARERS) (REVISED), 1949

DATE OF ENTRY INTO FORCE - 14. 9.67

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	26.10.51	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A

CONVENTION NO 92. ACCOMMODATION OF CREWS (REVISED), 1949

DATE OF ENTRY INTO FORCE - 29. 1.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	30. 9.50	
FAROE ISLANDS	28. 9.60	A
FRANCE	26.10.51	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
UNITED KINGDOM	6. 8.53	
HONG KONG	28. 8.64	M
ISLE OF MAN	13. 2.61	A

CONVENTION NO 94. LABOUR CLAUSES (PUBLIC CONTRACTS), 1949

DATE OF ENTRY INTO FORCE - 20. 9.52

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	20. 9.51	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
NETHERLANDS	20. 5.52	
NETHERLANDS ANTILLES	10. 6.55	A
SURINAM	10. 6.55	A
UNITED KINGDOM	30. 6.50	
ANTIGUA	22. 3.58	A
BAHAMAS	22. 3.58	A
BERMUDA	22. 3.58	A
BRITISH HONDURAS	20.11.63	A
BRITISH VIRGIN ISLANDS	15. 4.58	A
BRUNEI	22. 3.58	A
DOMINICA	22. 3.58	A
GYBRALTAR	22. 3.58	A
GILBERT AND ELLICE ISLANDS	22. 3.58	A
GRENADA	22. 3.58	A
GUERNSEY	30. 6.50	A
JERSEY	30. 6.50	A
ISLE OF MAN	30. 6.50	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	1.12.65	A
ST. LUCIA	22. 3.58	A
ST. VINCENT	22. 3.58	A
SOLOMON ISLANDS	22. 3.58	A

CONVENTION NO 95. PROTECTION OF WAGES, 1949

DATE OF ENTRY INTO FORCE - 24. 9.52

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	15.10.52	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADELOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A
OVERSEAS TERRITORIES		
COMORO ISLANDS	8. 7.58	A
FRENCH POLYNESIA	8. 7.58	A
FRENCH TERRITORY OF THE AFARS AND THE ISSAS	8. 7.58	A
NEW CALEDONIA	8. 7.58	A
ST. PIERRE AND MIQUELON	8. 7.58	A
NETHERLANDS	20. 5.52	
NETHERLANDS ANTILLES	10. 6.55	A
SURINAM	10. 6.55	A
UNITED KINGDOM	24. 9.51	
BAHAMAS	22. 3.58	A
BRITISH HONDURAS	5. 1.61	A
BRUNEI	22. 3.58	A
DOMINICA	22. 3.58	A
GIBRALTAR	22. 3.58	A
GRFNADA	22. 3.58	A
JERSEY	10. 3.56	A
ISLE OF MAN	10. 3.56	A
MONTSERRAT	22. 3.58	A
ST. LUCIA	22. 3.58	A
ST. VINCENT	22. 3.58	A
SOLOMON ISLANDS	1. 8.61	A

CONVENTION NO 96. FEE-CHARGING EMPLOYMENT AGENCIES (REVISED), 1949

DATE OF ENTRY INTO FORCE - 18. 7.51

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	20. 5.52	
SURINAM	10. 6.55	A
PART(S) II		A

CONVENTION NO 97. MIGRATION FOR EMPLOYMENT (REVISED), 1949

DATE OF ENTRY INTO FORCE - 22. 1.52

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	22. 1.51	
ANTIGUA	22. 9.60	M
INCLUDING ANNEX(S) II		M
EXCLUDING ANNEX(ES) I		
III		
BAHAMAS	13. 2.61	A
EXCLUDING ANNEX(ES) I		
III		
BRITISH HONDURAS	5. 9.66	A
EXCLUDING ANNEX(ES) I		
II		
III		
BRITISH VIRGIN ISLANDS	22. 9.60	M
INCLUDING ANNEX(S) II		M
EXCLUDING ANNEX(ES) I		
III		
DOMINICA	22. 9.60	A
INCLUDING ANNEX(S) II		M
EXCLUDING ANNEX(ES) I		
III		
GRENADA	22. 9.60	A
INCLUDING ANNEX(S) II		M
EXCLUDING ANNEX(ES) I		
III		
GUERNSEY	10. 3.56	A
EXCLUDING ANNEX(ES) I		
III		
JERSEY	10. 3.56	A
EXCLUDING ANNEX(ES) I		
III		
ISLE OF MAN	10. 3.56	A
EXCLUDING ANNEX(ES) I		
III		

CONVENTION NO 97. MIGRATION FOR EMPLOYMENT (REVISED), 1949

DATE OF ENTRY INTO FORCE - 22. 1.52

STATES AND TERRITORIES		DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM		22. 1.51	
MONTSERRAT		22. 9.60	M
INCLUDING ANNEX(S)	II		M
EXCLUDING ANNEX(ES)	I		
	III		
ST. CHRISTOPHER, NEVIS AND ANGUILLA		22. 9.60	M
INCLUDING ANNEX(S)	II		M
EXCLUDING ANNEX(ES)	I		
	III		
ST. LUCIA		22. 9.60	A
INCLUDING ANNEX(S)	II		M
EXCLUDING ANNEX(ES)	I		
	III		
ST. VINCENT		22. 9.60	A
INCLUDING ANNEX(S)	II		M
EXCLUDING ANNEX(ES)	I		
	III		

CONVENTION NO 98. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING, 1949

DATE OF ENTRY INTO FORCE - 18. 7.51

STATES AND TERRITORIES		DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK		15. 8.55	
FAROE ISLANDS		28. 9.60	A
FRANCE		26.10.51	
OVERSEAS DEPARTMENTS			
FRENCH GUIANA		27. 4.55	A
GUADELOUPE		27. 4.55	A
MARTINIQUE		27. 4.55	A
REUNION		27. 4.55	A
UNITED KINGDOM		30. 6.50	
ANTIGUA		15. 1.63	A
BAHAMAS		11. 4.62	A
BERMUDA		15. 1.63	A

CONVENTION NO 98. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING, 1949

DATE OF ENTRY INTO FORCE - 19. 7. 51

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	30. 6. 50	
BRITISH HONDURAS	29.12.58	A
BRITISH VIRGIN ISLANDS	12. 6. 64	A
BRUNEI	5.10.62	A
DOMINICA	29.12.58	A
FALKLAND ISLANDS (MALVINAS)	18. 2. 63	A
GIBRALTAR	19. 6. 58	A
GILBERT AND ELLICE ISLANDS	15. 8. 67	A
GRENADA	29.12.58	A
GUERNSEY	30. 6. 50	A
JERSEY	30. 6. 50	A
ISLE OF MAN	30. 6. 50	A
MONTSERRAT	26.11.62	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	4. 2. 63	A
ST. HELENA	17. 6. 66	A
ST. LUCIA	29.12.58	A
ST. VINCENT	29.12.58	A

CONVENTION NO 99. MINIMUM WAGE-FIXING MACHINERY (AGRICULTURE), 1951

DATE OF ENTRY INTO FORCE - 23. 8. 53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	29. 3. 54	
OVERSEAS DEPARTMENTS		
FRENCH GUTANA	19.11.55	A
GUADLOUPE	19.11.55	A
MARTINIQUE	19.11.55	A
REUNTON	19.11.55	A

CONVENTION NO 99. MINIMUM WAGE-FIXING MACHINERY (AGRICULTURE), 1951

DATE OF ENTRY INTO FORCE - 23. 8.52

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NEW ZEALAND	1. 7.52	
COOK ISLANDS	1. 7.52	A
NIUE	1. 7.52	A
UNITED KINGDOM	9. 6.53	
BRITISH HONDURAS	20.11.63	A
GRENADA	1. 2.66	A
GUERNSEY	3. 9.59	A
JERSEY	24. 4.56	A
ISLE OF MAN	10. 3.56	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	8. 5.63	A
SEYCHELLES	15. 8.67	A
SOLOMON ISLANDS	8. 5.63	M

CONVENTION NO 100. EQUAL REMUNERATION, 1951

DATE OF ENTRY INTO FORCE - 23. 5.53

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	10. 3.53	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	27. 4.55	A
GUADFLOUPE	27. 4.55	A
MARTINIQUE	27. 4.55	A
REUNION	27. 4.55	A

CONVENTION NO 101. HOLIDAYS WITH PAY (AGRICULTURE), 1952

DATE OF ENTRY INTO FORCE - 24. 7.54

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
FRANCE	29. 3.54	
OVERSEAS DEPARTMENTS		
FRENCH GUIANA	11. 7.55	A
GUADELOUPE	11. 7.55	A
MARTINIQUE	11. 7.55	A
REUNION	11. 7.55	A
NETHERLANDS	27.11.58	
NETHERLANDS ANTILLES	2. 6.64	A
SURINAM	2. 6.64	A
UNITED KINGDOM	25. 6.56	
ANTIGUA	26. 6.62	A
BRITISH HONDURAS	1. 8.61	A
ISLE OF MAN	29. 3.61	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	5. 1.61	A
ST. LUCIA	11. 4.60	A
ST. VINCENT	11. 4.60	A

CONVENTION NO 102. SOCIAL SECURITY (MINIMUM STANDARDS), 1952

DATE OF ENTRY INTO FORCE - 27. 4.55

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	27. 4.54	
ISLE OF MAN	22. 9.60	A
PART(S) II		A
III		A
IV		A
V		A
VII		A
X		A

CONVENTION NO 104. ABOLITION OF PENAL SANCTIONS (INDIGENOUS WORKERS), 1955

DATE OF ENTRY INTO FORCE - 7. 6.58

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NEW ZEALAND	28. 6.56	
COOK ISLANDS	28. 6.56	A
NIUE	28. 6.56	A
TOKELAU ISLANDS	28. 6.56	A

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

DATE OF ENTRY INTO FORCE - 17. 1.59

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	7. 6.60	
NEW GUINEA	5.10.61	A
NORFOLK ISLAND	5.10.61	A
PAPUA	5.10.61	A
DENMARK	17. 1.58	
FAROE ISLANDS	17. 1.58	A
GREENLAND	17. 1.58	A
NETHERLANDS	18. 2.59	
NETHERLANDS ANTILLES	18. 2.59	A
SURINAM	18. 2.59	A
NEW ZEALAND	14. 6.68	
NIUE	14. 6.68	A
TOKELAU ISLANDS	14. 6.68	A
UNITED KINGDOM	30.12.57	
ANTIGUA	10. 6.58	A
BAHAMAS	16. 7.58	A
BERMUDA	10. 6.58	A
BRITISH HONDURAS	27. 4.61	A
BRITISH VIRGIN ISLANDS	8. 7.58	A
BRUNEI	10. 6.58	A

CONVENTION NO 105. ABOLITION OF FORCED LABOUR, 1957

DATE OF ENTRY INTO FORCE - 17. 1.59

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	30.12.57	
DOMINICA	10. 6.58	A
FALKLAND ISLANDS (MALVINAS)	8. 7.58	A
GIBRALTAR	10. 6.58	A
GILBERT AND ELLICE ISLANDS	8. 7.58	A
GRENADA	10. 6.58	A
GUERNSEY	17. 3.59	A
HONG KONG	25.11.59	A
JERSEY	17. 3.59	A
ISLE OF MAN	17. 3.59	A
MONTSERRAT	10. 6.58	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	20. 8.58	A
ST. HELENA	10. 6.58	A
ST. LUCIA	20. 8.58	A
ST. VINCENT	10. 6.58	A
SEYCHELLES	28. 7.58	A
SOLOMON ISLANDS	8. 3.60	M
SOUTHERN RHODESIA	7. 7.59	A

CONVENTION ND 106. WEEKLY REST (COMMERCE AND OFFICES), 1957

DATE OF ENTRY INTO FORCE - 4. 3.59

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
DENMARK	17. 1.58	
FAROE ISLANDS	2. 6.58	A
GRENFAND	17. 1.58	A

CONVENTION NO 108. SEAFARERS' IDENTITY DOCUMENTS, 1958

DATE OF ENTRY INTO FORCE - 19. 2.61

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	18. 2.64	
ANTIGUA	3. 8.64	A
BERMUDA	3. 8.64	A
BRITISH HONDURAS	3. 8.64	A
BRITISH VIRGIN ISLANDS	3. 8.64	A
BRUNET	26. 4.65	A
DOMINICA	3. 8.64	A
FALKLAND ISLANDS (MALVINAS)	3. 8.64	A
GIBRALTAR	3. 8.64	A
GILBERT AND ELLICE ISLANDS	3. 8.64	A
GRENADA	3. 8.64	A
GUERNSEY	2. 5.67	A
HONG KONG	3. 8.64	A
JERSEY	2. 5.67	A
ISLE OF MAN	26.10.66	A
MONTserrat	3. 8.64	A
ST. CHRISTOPHER, NEVIS AND ANGUILLA	3. 8.64	A
ST. HELENA	3. 8.64	A
ST. LUCIA	3. 8.64	A
ST. VINCENT	3. 8.64	A
SEYCHELLES	3. 8.64	A
SOLOMON ISLANDS	3. 8.64	A

CONVENTION NO 112. MINIMUM AGE (FISHERMEN), 1959

DATE OF ENTRY INTO FORCE - 7.11.61

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	15. 2.65	
SURINAM	15. 2.65	A

CONVENTION NO 115. RADIATION PROTECTION, 1960.

DATE OF ENTRY INTO FORCE - 17. 6.62

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
UNITED KINGDOM	9. 3.62	
BERMUDA	17. 9.64	A
BRITISH HONDURAS	7. 7.64	A
GUERNSEY	7. 6.67	A
HONG KONG	1.12.65	A
JERSEY	11.12.64	A

CONVENTION NO 118. EQUALITY OF TREATMENT (SOCIAL SECURITY), 1962

DATE OF ENTRY INTO FORCE - 25. 4.64

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
NETHERLANDS	3. 7.64	
NETHERLANDS ANTILLES BRANCH(ES) B	3. 7.64	A A
SURINAM BRANCH(ES) G	30. 3.65	A A

CONVENTION NO 122. EMPLOYMENT POLICY, 1964

DATE OF ENTRY INTO FORCE - 15. 7.66

STATES AND TERRITORIES	DATE OF RATIFICATION /DECLARATION	TYPE OF DECLARATION
AUSTRALIA	12.11.69	
NEW GUINEA	12.11.69	A
NORFOLK ISLAND	12.11.69	A
PAPUA	12.11.69	A
NETHERLANDS	9. 1.67	
NETHERLANDS ANTILLES	9. 1.67	A
SURINAM	9. 1.67	A
UNITED KINGDOM	27. 6.66	
GUERNSEY	2. 5.67	A
ISLE OF MAN	2. 5.67	A

Price : 14 Sw. frs ; £1.40 (28s.) ; US\$3.50

International Labour Conference

FIFTY-SIXTH SESSION

GENEVA, 1971

Third Item on the Agenda

**Information and Reports on the Application
of Conventions and Recommendations**

**SUMMARY OF REPORTS
ON UNRATIFIED CONVENTIONS
AND ON RECOMMENDATIONS**

(Article 19 of the Constitution)

**Discrimination in Respect
of Employment and Occupation**



**GENEVA
International Labour Office
1971**

REPORT III

(Part 2)

International Labour Conference

Fifty-Sixth Session

Geneva, 1971

Third Item on the Agenda

Information and Reports on the Application
of Conventions and Recommendations

SUMMARY OF REPORTS
ON UNRATIFIED CONVENTIONS
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(Article 19 of the Constitution)

Discrimination in Respect
of Employment and Occupation

GENEVA
International Labour Office
1971

09661

The publication of information concerning the ratification and application of international labour Conventions does not imply any expression of view by the International Labour Office on the legal status of the State having communicated a ratification or declaration, or on its authority over the territories in respect of which such ratification or declaration is made; in certain cases these may present problems on which the ILO is not competent to express an opinion.

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Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111)	3

INTRODUCTION

Article 19 of the Constitution of the International Labour Organisation provides that Members shall "report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body" on the position of their law and practice in regard to the matters dealt with in unratified Conventions and in Recommendations. The obligations of Members as regards Conventions are laid down in paragraph 5(e) of the above-mentioned article. Paragraph 6(d) deals with Recommendations, and paragraph 7(a) and (b) deals with the particular obligations of federal States.

Pursuant to the above-mentioned provisions, the Governing Body selects each year the Conventions and Recommendations on which Members are requested to supply reports. Since 1950 the summaries of these reports have been submitted each year to the Conference.

The reports which are summarised in the present volume concern the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111). The governments of Members were requested to send their reports to the International Labour Office before 1 July 1970. The present summary, which is submitted to the Conference in conformity with article 23, paragraph 1, of the Constitution, covers reports received by the Office up to 1 October 1970; information already published in the 1963 Summary of Reports on Unratified Conventions and on Recommendations¹ and in the 1969 Summary of Reports on Unratified Conventions² is not reproduced.

It should also be noted that summaries of the reports supplied pursuant to article 22 of the Constitution by States which have ratified the above-mentioned Convention are presented to the Conference each year.³

¹ International Labour Conference, 47th Session, Geneva, 1963, Report III (Part II).

² Idem, 53rd Session, Geneva, 1969, Report III (Part 2).

³ Idem, Report III (Part 1): Summary of Reports on Ratified Conventions. These summaries have been presented to the Conference in the case of the present Convention, from the 46th Session (1962) onwards. The following countries had ratified Convention No. 111 by 1 October 1970: Afghanistan, Algeria, Argentina, Brazil, Bulgaria, Byelorussia, Canada, Central African Republic, Chad, China, Colombia, Costa Rica, Cuba, Cyprus, Czechoslovakia, Dahomey, Denmark, Dominican Republic, Ecuador, Ethiopia, Finland, Gabon, Federal Republic of Germany, Ghana, Guatemala, Republic of Guinea, Honduras, Hungary, Iceland, India, Iran, Iraq, Israel, Italy,

(footnote continued on p. 2)

The report of the Committee of Experts on the Application of Conventions and Recommendations (Report III, Part 4B), which will also be submitted to the Conference at its 56th Session (1971), will include the survey made by the Committee of the reports on the above-mentioned Convention and Recommendation.

³ (footnote continued from p. 1)

Ivory Coast, Jordan, Kuwait, Liberia, Libya, Malagasy Republic, Malawi, Republic of Mali, Malta, Islamic Republic of Mauritania, Mexico, Mongolia, Morocco, Nicaragua, Niger, Norway, Pakistan, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Senegal, Sierra Leone, Somali Republic, Spain, Sweden, Switzerland, Syrian Arab Republic, Tunisia, Turkey, Ukraine, USSR, United Arab Republic, Upper Volta, Viet-Nam, Yemen, Yugoslavia.

INSTRUMENTS ON DISCRIMINATION

DISCRIMINATION (EMPLOYMENT AND OCCUPATION) CONVENTION (No. 111) AND DISCRIMINATION (EMPLOYMENT AND OCCUPATION) RECOMMENDATION (No. 111), 1958

AFGHANISTAN

Constitution of 1 October 1964.

Under articles 25 and 37 of the Constitution the people of Afghanistan, without any discrimination or preference, have equal rights and obligations before the law. Work is the right and precept of every Afghan who is able to perform it.

The main purpose of laws designed to systematise labour is to achieve conditions such that the rights and interests of all categories of labourers are protected, suitable conditions of work are provided, and the relations between the workers and employers are organised on a just and progressive basis.

The citizens of Afghanistan are admitted to the service of the State on the basis of their qualifications and in accordance with the provisions of the law.

A person may freely choose his work and trade, within the conditions determined by the law.

Forced labour, even for the benefit of the State, is not permitted. The prohibition of forced labour must not be so construed, however, as to affect the implementation of the laws governing the organisation of collective work for the public interest.

AUSTRIA

The legislative provisions guarantee equality of treatment within the meaning of Article 1 of the Convention only for the public sector. As far as the private sector is concerned, cases of discrimination may occur in so far as limitations are not imposed upon the drawing up of contracts. Case law is based upon article 879 of the Civil Code as regards the delimitation of the sector governed by private law which is not subject to rules and where cases of discrimination might occur.

The aims of the Convention are well known to the officials of the competent government departments and to the representatives of the employers and workers. For many years they have been striving, through exhaustive discussions, to reconcile their conflicting views

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

as to the extent of the obligations deriving from the instrument. The population is kept informed through the press.

The collective agreements to be concluded between the employers' and workers' organisations may also help to make it possible to pursue a policy of the type defined in the Convention.

BRAZIL

No restrictions on the ground of race, sex, age, colour, religion, etc. are imposed upon workers signing on at the employment exchanges operated by the National Manpower Department, and no discriminatory practices are tolerated on the part of the institutions with which that Department has made arrangements for the accelerated training of adult workers who are unemployed or whose qualifications are no longer adequate.

In the process of directing workers to undertakings, there have been instances where the Department's agencies have found that certain conditions were sometimes imposed in regard to colour, the explanation for which generally lies in the specific nature of the occupation concerned (particularly in the tertiary sector). As a general rule such cases are confined to the nucleus responsible for the internal running of an undertaking, and they are so rare that it is impossible to list them.

BURMA

Revolutionary Council Law No. 6 of 1964.

The Directorate of Labour, the Inspectorate of Factories and General Labour Laws and the Social Security Board are entrusted with the supervision of the application of Revolutionary Council Law No. 6 of 1964, defining the fundamental rights and responsibilities of the workers.

There is no need to make any modifications since there has been no discrimination in any existing law.

CAMBODIA

Constitution.

Prakas No. 2,928/69 of 6 November 1969.

There are no legislative, administrative or practical provisions in Cambodia in regard to discrimination in respect of employment and occupation.

INSTRUMENTS ON DISCRIMINATION

The measures relating to the employment of aliens do not fall within the scope of the Convention or of the Recommendation, since they do not concern Cambodian nationals of foreign extraction but nationals of foreign countries.

The Labour Inspectorate would be responsible for dealing with any cases of discrimination that might occur.

Prakas No. 2,928/69 of 6 November 1969 has abolished distinctions in respect of remuneration on the basis of sex, age and place of employment (wage zones) by fixing a single national wage rate applicable to all branches of economic activity and to all workers. The draft Labour Code embodies the principle of equal pay for equal work.

National practice ensures equality of opportunity and treatment in respect of access to vocational training, employment and the various occupations, and in respect of terms and conditions of employment, but no policy has been specifically formulated on the subject.

No provisions exist ensuring protection from possible discriminatory acts by public or private entities, but there is a general guarantee in the Constitution.

No measures have been taken and none is contemplated to ensure equality of opportunity and treatment in the use of facilities connected with training, employment or occupation.

There is no service for the information and education of the public with a view to the observance of the principles of non-discrimination and equality of opportunity, within the meaning of the Convention.

In principle the Convention is applied, but there are no plans as yet for its ratification on account of the obligation to promote educational programmes, which are not deemed to be necessary at the moment.

COLOMBIA

Act No. 15 of 14 November 1958, to make provisions concerning workers 40 years of age or over (LS 1960-Col.1B).

Decree No. 1256 of 20 May 1968, to issue regulations under Act No. 15 of 1958 (LS 1960-Col.1A).

Act No. 22 of 14 June 1967 to approve the Convention concerning discrimination in employment and occupation.

Decree for Reorganisation, No. 3136 of 26 December 1968.

There are no restrictions in the legislative or administrative provisions implying discrimination in respect of employment and

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

occupation within the meaning of Recommendation No. 111, since the labour standards of Colombia are extremely mindful of the need to protect the worker.

By Act No. 22 of 14 June 1967 the Congress of Colombia approved the Convention concerning discrimination in respect of employment and occupation, formal ratification of which was registered on 25 June 1968, whereupon it became incorporated in the legislation in force, discrimination in respect of employment and occupation not being a common occurrence in Colombia.

In practice there may be said to be discrimination of the following kinds:

- (a) with regard to the admission to employment of men and women over 40 years of age, opportunities for employment are restricted for persons in this category, especially in the private sector, despite the fact that Act No. 15 of 14 November 1958, concerning the compulsory employment of Colombians of 40 years of age or over, and Decree No. 1256 of 20 May 1960 to issue regulations thereunder, require employers with more than ten employees in their service to employ a number of Colombian nationals 40 years of age or over amounting to at least 10 per cent of the total staff normally employed by them, and to at least 20 per cent of the total number of skilled workers or managerial or supervisory staff. In this respect undertakings confine themselves to complying with the minimum standards laid down in the Act, without offering opportunities for employment to the large numbers of workers of 40 years of age or over who have to remain idle due to the increasing supply of younger workers;
- (b) restrictions are placed, in practice, upon the admission of married women to employment, even though these are prohibited by law;
- (c) in private undertakings a tendency is noted to pay lower wages to women than to men, despite the fact that this is prohibited by law;
- (d) there is also discrimination on a regional basis in some parts of the country in respect of admission to employment.

The Government has been and still is pursuing a policy for the promotion of equality of opportunity and treatment in respect of access to vocational training, employment and occupation, as well as equality in respect of terms and conditions of employment. The Government, through the Inspection Division set up under Reorganisation Decree No. 3136 of 26 December 1968, exercises supervision in the private sector with a view to preventing infringements of the type mentioned above - a task formerly performed by the labour inspectors, supervisory officers and other competent Ministry officials - for the purpose of enforcing the provisions prohibiting and warning against discrimination, in accordance with the terms of the Convention. The Government promotes vocational training through

INSTRUMENTS ON DISCRIMINATION

state bodies such as the National Apprenticeship Service (SENA), the Public Administration High School (ESAP), technical institutes and advanced training centres, and it affords legal and administrative protection so as to prevent discrimination in respect of admission to employment, remuneration and other aspects mentioned in the Recommendation.

The national Government, through the various information media (the spoken word and the written press) and the Ministry of Labour Publications Office, makes known the texts of and the intentions behind the legislative and administrative measures adopted with a view to orientating the attitude of the different sectors of national activity so as to put an end to discrimination in respect of access to vocational training and advanced training facilities and to employment or occupations, as well as discrimination in respect of the remuneration of women. The Ministry's officials play their part in this task, and the efforts made may be qualified as successful in view of the results achieved, since the frequency of instances of discrimination has declined sharply as employers adopt another approach, namely, that of taking account, when providing employment, of aspects such as the training, experience or aptitudes of the worker, thus doing away with situations of the kind referred to in the Convention.

By way of information in regard to discrimination on the basis of sex in employment and occupation, the Government attaches a statistical table showing variations in the employment indices by groups of industries (1962-68), compiled by the Planning Office of the Ministry of Labour and Social Security.

COSTA RICA

Act No. 4573 of 4 May 1970 to promulgate the new Penal Code.

Section 371 of Act No. 4573 of 4 May 1970 provides for penalties for the taking of any discriminatory measure based on considerations of race, sex, age, religion, civil status, political opinion, social origin or financial situation by an individual, by the manager or director of an official or private institution or by the manager of a commercial or industrial undertaking.

CUBA

It has been and still is an essential feature of official policy in this connection to promote the access of women on a massive scale to economic activities relating to production and the services appropriate to their capacities, as well as to vocational training in respect of these jobs, doing away with out-of-date and discriminatory attitudes and prejudices.

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In pursuance of this policy, administrative measures have been adopted with regard to the female workforce, such as the declaring of certain posts or types of work to be reserved for women or the stipulation that preference should be given to women for employment therein. At the same time welfare facilities such as day nurseries, schools providing part board, school and works canteens, launderettes, etc. have been provided or organised for working women so as to relieve them or lighten the burden of their family responsibilities.

As a result of this policy, during the year ending 31 December 1969 approximately 70,800 women entered employment for the first time in Cuba in various branches of activity.

CZECHOSLOVAKIA

Constitutional Act of 27 October 1968.

Notification of the Ministry of National Education of the Czech Socialist Republic, of 14 February 1969.

Notification of the Ministry of National Education of the Slovak Socialist Republic, of 21 March 1969.

Section 4 of the Constitutional Act of 27 October 1968 (Text No. 144 in the Compilation of Laws respecting Nationalities in the Czechoslovakian Socialist Republic) provides, inter alia, that national extraction shall not be allowed to impair the opportunities of citizens of Hungarian, German, Polish or Ukrainian nationality in respect of political, economic or social activities.

Ministry of National Education and Culture Regulations No. 117 of 5 December 1964, governing admission to higher educational establishments, was repealed in 1968 and replaced by the Notification of the Ministry of National Education of the Czech Socialist Republic dated 14 February 1969 (Text No. 15 in the 1969 Compilation of Laws) and by the Notification of the Ministry of National Education of the Slovak Socialist Republic dated 21 March 1969 (Text No. 26 in the 1969 Compilation of Laws), concerning admission to higher educational establishments. Section 3 of the Notification provides for admission to be granted to higher educational establishments for university or technical studies or for the study of the arts to students who have passed the baccalaureate or, where applicable, the entrance examination for the establishment in question. The conditions for admission are laid down in advance by the dean of the faculty.

Supervision of the application of the principles of non-discrimination is entrusted to the State and to the Revolutionary Trade Union Movement; their influence is a sufficient guarantee for the encouragement of the pursuance of a policy designed to prevent discrimination in respect of employment relationships.

The only remaining form of discrimination is that against persons who engage in activities prejudicial to the security of the country.

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A worker or citizen who considers that measures taken against him by his employer or by the state authorities are of a discriminatory character may, depending upon the nature of the case, seek redress from the body or undertaking concerned, bring proceedings in the courts or request an investigation of his case by the Attorney-General.

FRANCE

All the enactments which specifically regulate the conditions of employment of individuals reflect the concern of the public authorities for eliminating all distinctions of a discriminatory nature both as concerns the instruction whereby young persons are prepared for gainful employment and in regard to access to employment and the conditions in which the work is performed.

FEDERAL REPUBLIC OF GERMANY

Employment Promotion Act, 1 July 1969 (LS 1969-Ger. (FR) 1).

The remuneration of women is a special problem, to throw some light on which investigations are to be undertaken in various branches of industry in which low-paid workers are relatively numerous.

Although under article 3 of the Basic Act women are on an equal footing with men as far as employment is concerned, such a state of affairs has not yet been fully achieved in practice; the federal Government is accordingly continuing its efforts to ensure that women enjoy the same opportunities as men in obtaining access to occupations and in obtaining promotion.

The Employment Promotion Act, which took effect on 1 July 1969, calls on the Federal Labour Institute to prepare the way for the full incorporation of female workers into the occupational life of the nation, and to promote their advancement in their trades and callings. This it will do by far-reaching, individual vocational and educational guidance.

One aim of the Act is to secure employment for women who have household duties. Many such women can consider outside employment only if adequate kindergartens are available. The capacity of nurseries and kindergartens has been increased, but is still inadequate. The Act makes it possible for the Federal Labour Institute to offer loans for the construction of such institutions, and thus to bring more women into industry. At present 10 million DM have been made available for this purpose, and rules governing the making of such loans are being drawn up.

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The Act makes considerable improvements in the arrangements for promoting the vocational training of women.

The federal Government will make a point of waging a political campaign in favour of non-discrimination.

GREECE

No modifications have been made in the national legislation with a view to giving effect to the provisions of the Convention or of the Recommendation. Nevertheless, when the possibilities of ratifying international Conventions not yet ratified are reviewed at an appropriate time, consideration will also be given to ratification of the Convention concerning discrimination in respect of employment and occupation.

INDIA

The Public Employment (Requirement as to Residence) Act, 1957, was amended again in 1969.

The Report of the Committee on Untouchability, Economic and Educational Development of the Scheduled Castes, appointed in April 1965, has been received by the Government and was placed before the Parliament in April 1969. Its recommendations are being examined by the Government.

Efforts were continued in accordance with the declared government policy to ensure adequate representation of the members of scheduled castes and scheduled tribes in the Central and All-India Services.

Pursuant to the recommendations of the Yardi Working Group, additional concessions have been allowed to persons belonging to scheduled castes and scheduled tribes in respect of posts filled by promotion and direct recruitment.

Instructions have been issued to all central ministries and departments to provide for the filling of one out of every four vacancies by a member of the scheduled castes or scheduled tribes.

All the ministries and departments have been asked to set up a "cell" under the direct control of a liaison officer to secure proper enforcement of orders relating to the reservation in services of posts for members of scheduled castes or scheduled tribes.

According to the latest information available, 166 undertakings in the public sector, statutory and semi-government bodies, as against 146 at the end of 1968, have so far agreed to make reservations for the members of the scheduled castes or scheduled tribes in the

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services under their control. The matter is being pursued with the remaining twelve bodies or undertakings.

The Government provided statistics in its report regarding vocational training facilities and registrations and placements effected by the employment exchanges in respect of scheduled castes, scheduled tribes and other categories of applicants during 1968 and 1969.

INDONESIA

Law No. 14 of 1969 (State Gazette No. 55, 1969).

The purposes of the Convention and Recommendation concerning discrimination in employment and occupation are reflected in section 2 of the Basic Stipulations on Labour (Law No. 14, 1969) which states that "in the implementation of this law and its implementing orders, no discrimination should be allowed".

IRELAND

Constitution.

In accordance with article 41 of the Constitution the Government feels that social and economic policy should primarily be designed to ensure that women with family responsibilities will not be obliged to engage in employment to the detriment of their duties and responsibilities in the home.

A government commission on the status of women, with membership from the trade union and employer organisations, universities and business organisations, has been established to examine and report on the status of women in Irish society, to make recommendations on the steps necessary to ensure the participation of women on equal terms and conditions with men in the political, social, cultural and economic life of the country, and to indicate the implications of such recommendations.

Post-primary vocational training is available to all without discrimination.

In the public services unmarried women compete for employment on equal terms with men; no discrimination exists regarding their appointment to recruitment grades and promotion to the highest grades. There are, however, a few exceptions, mainly in professional and technical grades where it is held that the work is unsuitable for women.

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Ireland has applied for membership of the European Economic Community; consideration will have to be given to the introduction of legislation and other necessary measures to give effect to obligations under the Rome Treaty in regard to equal pay. However, the acceptance of international standards of social justice and the interpretations of equality of sexes is tempered by constitutional and traditional commitment to the maintenance of the family as the necessary basis of social order.

ISRAEL

The Government appended to its report the results of an investigation made by an independent researcher on the initiative of the Ministry of Labour with a view to replying as fully as possible to the Committee's request of 1967 concerning the question whether the gap in the respective participation of the Jewish and non-Jewish population in the categories "Professional, Scientific, Technical and Related Workers" and "Administrative, Executive, Managerial and Clerical Workers" is due to difficulties encountered by qualified members of the non-Jewish population in entering the occupation in question or to the actual existence of a smaller number of qualified persons in that part of the population. In examining the question of equal opportunity for the Arab minority in work and education, the report analyses the interplay of such factors as characteristics of the Arab society itself, activities of independent organisations (for example, the General Federation of Labour) or private organisations (ORT and Christian Mission Schools), individual decisions made by administrators and employers and exigencies imposed by the security situation, with the legal and administrative organisation of work and educational opportunity.

The levels of opportunity and attainment in the Arab society are compared with corresponding levels in the Jewish society and, more particularly, amongst the Jewish immigrants from Asia and Africa. The point is stressed that when examining the development of an Israeli Arab professional class over the last twenty years, the long-term effect of the shortage of trained teachers for Arab schools and, generally, the exodus of the intelligentsia, which left an Arab community very heavily weighted towards rural residence and occupations, should be kept in mind. Thus it appears unlikely that new trends in education or skilled labour will become apparent before the growth of a new urban Arab generation of schoolchildren.

It is also made clear in the report that a considerable section of the government service is in security-sensitive areas and is therefore virtually inaccessible to the Arab minority. In the large majority of cases it is very difficult for an Arab to pass the security check: in many of the security-sensitive areas he would be required by the nature of Israel's political situation to work against his Arab counterpart in neighbouring States. Even in those offices or industries which are not strictly security areas, because of the tension between the Jewish and Arab communities resulting from the hostile attitude of the Arab world to the State of Israel, there

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exists a distrust of Arab loyalty to Israel which implies for the employer a failure in an Arab applicant to fulfil the condition of "a higher level of responsibility" and results in a lack of opportunity for educated Arabs in managerial, executive and administrative posts.

Furthermore, Hebrew literacy is of great importance in the pursuit of administrative, technical, professional and managerial posts. Even highly qualified Jews from Diaspora are at a severe disadvantage in the labour market until they are absolutely fluent in Hebrew. The disadvantage then of the Arab population when seeking such posts is evident, especially when their Hebrew literacy falls far below that of the least highly educated and qualified group of the Jewish sector, the immigrants from Asia and Africa.

Apart from agriculture, branches in which there is a concentration of Arabs are construction and manufacturing. Correspondingly there are proportionally far fewer Arab than Jewish workers in services and commerce; the Jewish sector supplies both itself and the Arab population in these fields and thus the need has not arisen for Arabs to establish services and commerce for themselves, nor, in the meantime, do they participate to any marked extent in the Jewish sector's services and commerce.

As regards education, while primary schools in Israel are free, secondary education is not, but there is a system of "scholarships" according to a pupil's performance in the survey test. Arab children are entitled to receive such scholarships at a lower pass mark in the survey test than that generally required. However, because of the drop-out rate at primary school, a smaller proportion of Arab than Jewish children take the survey test. Arab pupils who do take the survey test have more difficulty in passing it than do Jewish children. Therefore only a small proportion of Arab children are entitled to a reduction in fees in secondary schools. Of the Arab pupils who do not pass the survey test only a few go to vocational schools.

The institutions of higher education are bound by law not to discriminate wrongfully between applicants for positions as members of staff or students. But amongst those Arab children who complete their secondary education and take the Bagrut examinations there are very much higher failure rates than are to be found in other sectors of the community. The result of this, combined with the low secondary school attendance, is that only 1.5 per cent of all students in academic institutions are Arab, even though the policy at both Hebrew University and the Haifa College seems to be to admit Arab applicants on minimal qualifications.

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ITALY

Act No. 66 of 9 February 1963 (Gazzetta Ufficiale, 19 February 1963).

Act No. 604 to issue rules for the dismissal of individual employees, of 15 July 1966 (LS 1966-It.1).

Act No. 300 of 20 May 1970 (Gazzetta Ufficiale, 27 May 1970).

As far as the civil service is concerned, Act No. 66 of 9 February 1963 provides that "women shall be eligible for all forms of public office, functions and posts, including the magistracy, this faculty being extended to all schedules, classes and categories, without any limitations as concerns prerogatives and career advancement, subject to the conditions prescribed by law".

Under section 4 of Act No. 604 of 15 July 1966, any dismissal on account of an employee's political opinions, religion, membership of a trade union or participation in trade union activities is null and void, irrespective of the alleged grounds for dismissal. Furthermore, Act No. 300 of 20 May 1970 contains provisions concerning the protection of the freedom and dignity of workers, freedom of association and freedom to engage in trade union activities at the workplace, and prohibits employers, when engaging an employee or during the employment relationship, from making inquiries into a worker's political, religious or trade union opinions (section 8), or from giving a worker preferential financial treatment of a discriminatory nature (section 16).

The principles of non-discrimination, inasmuch as they form a fundamental part of the Constitution, are studied in all the schools at all levels during the civics lessons. Industrial, welfare and women's associations operating in Italy also do a great deal to educate public opinion.

JAPAN

Law No. 60 of 10 July 1969 (Integration Projects Special Measures Law).

The Equal Remuneration Convention was ratified in 1967 without any attendant revision of the national legislation.

In July 1969, the Integration Projects Special Measures Law was enacted on the recommendation of the Council on Integration Measures. The purpose of this Law is, in accordance with the basic principles enshrined in the Constitution - which guarantees the enjoyment of fundamental human rights to all of the people - to clarify the aims of integration projects carried out through the co-operation of the State and local public bodies in areas where the stabilisation and improvement of living conditions, etc. are hampered for historical

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and social reasons, to take the necessary measures to attain these aims, and thereby to foster economic progress, the stabilisation of living conditions and the improvement of welfare in the areas covered. The Ministry of Labour has taken steps to improve vocational guidance and training and to promote employment services within the framework of the integration projects provided for in this Law, and has been engaged in public information activities directed at employers in particular.

In order to palliate the difficulties generally encountered by middle-aged and older workers in re-entering the labour market, for reasons such as lack of adaptability, amendments were made to the Employment Security Law in July 1963 providing for measures to promote employment, and, in July 1966, provisions were added to the same Law for the setting of employment quotas.

LIBERIA

General news media are used for the information and education of the public, in order to create a climate of opinion favourable to the observance of the principles of non-discrimination.

The National Industrial Relations Council, on which workers' and employers' organisations are represented, meets with the Government to review industrial policies.

There appears to be no need for any modifications in national legislation or practice in order to give effect to the provisions of the Convention.

No difficulties have been encountered in the application of the Convention.

LUXEMBOURG

Act of 17 May 1967 for the approval of the Equal Remuneration Convention.

Since the introduction of equality of remuneration for men and women workers, no further obstacles of substance appear to stand in the way of ratification of Convention No. 111.

However, the formal alignment of Luxembourg legislation with the provisions of Convention No. 111 can be achieved only by amending certain articles of the Civil Code dealing with the status of married women. A Bill to this effect is now before the legislative authorities.

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Another obstacle arises in connection with the regulations concerning unemployment, which debar married women from drawing full unemployment benefit.

Provision is still made in the internal rules of some undertakings for women employees to be dismissed upon marriage or within six months of marriage.

MALAYSIA

Malaysia Act No. 36 of 1963.

The Government indicates that it wishes to make a further study of the implications of the application of the Convention before ratifying this instrument.

The Government, through the Ministry of Labour, has on numerous occasions called on employers to employ in their establishments the various racial groups in the country so as to reflect the racial composition of the country.

Generally, wage differentials between the sexes both in the public and the private sectors are diminishing.

No special studies have been undertaken to determine whether national legislation and administrative measures have discriminatory effects, but whenever complaints are made to the Government, or a discriminatory act is known to have been committed, action is taken by the Government to revoke the discriminatory act.

In the private sector, it is sometimes difficult to determine whether such distinctions, preferences or exclusions as may be encountered constitute discrimination or are based on the inherent requirements of the job or the output of the worker.

MALTA

Constitution (The Malta Independence Order, 1964).

Employment Service Act (No. XIV of 1955).

Legal Notices 30/1968, 111/1969, 117/1969, 123/1969, 10/1970 and 23/1970.

Professional Offices Wages Council Wage Regulation Order, 1969 (LN 91 of 1969).

Subsection (3) of section 46 of Malta's Constitution provides for protection from discrimination on the grounds of race, place of origin, political opinions, colour or creed, while section 15 lays

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down that "the State shall aim at ensuring that women workers enjoy equal rights and the same wages for the same work as males".

It is the Government's declared policy that equality of remuneration in the public sector will be reached in April 1971.

In accordance with Professional Offices Wages Council Wage Regulation Order, 1969 (LN 91 of 1969), all employees in professional offices enjoy the same conditions of work irrespective of sex. Legal Notices laying down minimum standards in some industries or undertakings have been published following proposals by several Wage Councils providing for parity between male and female rates of pay to be achieved within a number of years; in other industries or undertakings, wages of female employees vary from a minimum of 60 per cent to a maximum of 80 per cent of wages payable to male employees, with 75 per cent as the most common rate.

The law affords protection against discrimination as far as recruitment for government service and recruitment through the Employment Service are concerned.

The National Employment Board is empowered to supervise the Employment Service and is also responsible for investigating complaints against the Employment Service.

It is government policy that all employers should refrain from practising discrimination in employment and occupation. This policy was made clear in a statement by the Minister of Labour, Employment and Welfare in the House of Representatives when Convention No. 111 was submitted for ratification.

MEXICO

Federal Labour Act of 10 May 1970.

The new Federal Labour Act came into force on 10 May 1970. This new body of laws deals more fully and in more detail with the equality of treatment that should be accorded to workers, irrespective of their position, race, sex, age, religious faith, political opinion or social status (section 30).

NEW ZEALAND

State Services Act No. 132 of 14 December 1962.

Hospital Employment (Nurses) Regulations of 15 July 1964 (Statutory Regulations, 1964, No. 106); Amendment No. 2, 1967.

Industrial Conciliation and Arbitration Amendment Act, 1967, No. 150 of 24 November 1967.

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Hospital Employment (Male Nurses) Regulations, 1963; Amendment No. 3, 1967.

Agricultural Workers (Market Gardens) Order, 1967.

Agricultural Workers (Orchardists) Order, 1965; Amendment No. 2, 1968.

Minimum Wage Order, 1969.

General Wage Orders Act, 1969, No. 37 of 18 September 1969.

With the exception of inequalities based on sex, in particular in the matter of remuneration, where there is considerable disparity between rates paid to male and female workers engaged in similar work, over a wide range of occupations, disadvantageous discrimination in employment and occupation based on such factors as race, colour, religion, political opinion, national extraction or social origin is either non-existent or minimal.

Greater public interest in the question of equal pay is being shown, and this topic has been the subject of recent discussion by committees at the national level, on which employers' and workers' organisations have been represented.

Under section 175 of the Industrial Conciliation and Arbitration Amendment Act, 1967, provision is made for exemption from union membership on conscientious grounds.

Policy statements by government leaders have been made indicating support for the principles of non-discrimination generally.

The question of discrimination on grounds of race or national origin is a matter that has been receiving the particular attention of Government; departmental studies of New Zealand's law and of the alterations to it which would be necessary to enable New Zealand to become a party to the United Nations Convention on the elimination of all forms of racial discrimination, and to Convention No. 111 on discrimination in employment and occupation, have been undertaken and are currently under examination.

The provision in section 42 of the Public Service Act, 1919, which provided that no married woman would be eligible for appointment to any office in the Public Service if her husband was already employed therein, has been omitted from the State Services Act, 1962.

Additional facilities have been provided in the case of members of the Maori race, with a view to encouraging their children to take advantage of opportunities for higher education that are available to all members of the community. In the field of secondary education, efforts are being made to improve the academic attainments of Maori pupils and to ensure that those who leave school without suitable educational qualifications are better equipped to play an effective part in the social and economic life of New Zealand society. Seminars have been organised for fifth and sixth form Maori pupils and their parents, so that both pupils and parents can be better

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informed on the educational requirements for particular occupations and encouraged to meet these requirements. Between 1961 and 1969, 7,730 grants valued at \$939,533 were awarded by the Maori Education Foundation.

The only substantial difficulty in the way of ratification of Convention No. 111 is the industrial legislation which permits inequality of remuneration for men and women.

NIGERIA

Constitution of 1963.

Section 28(1) of the 1963 Constitution of the Federal Republic of Nigeria guarantees to every Nigerian citizen freedom from discrimination on the grounds of community, tribe, place of origin, religion or political opinion.

The Federal Ministry of Labour is the authority entrusted with the general supervision of the application of legislation and practice concerning labour practices. Section 28(1) above, being a constitutional guarantee, falls under the supervision of the higher courts of the country.

Section 28(2) of the Constitution permits the prescription of qualifications for certain services, the imposition of restrictions on the appointment of persons to certain offices, or the imposition of disabilities or conferment of privileges which may have discriminatory effect, provided such measures are reasonably justifiable in a democratic society.

Expatriates require permits before they engage in any gainful employment in the country. This permit is issued only in respect of fields where insufficient numbers of qualified Nigerians are available.

The predominant majority of the states pursue a policy of regionalisation.

No national policy has been declared to promote equality of opportunity and treatment in respect of access to employment or vocational training, but the employment exchanges set up by the Federal Ministry of Labour throughout the country generally pursue the policy of giving jobs to the best qualified applicants, without other distinction.

The efforts of the Advisory Committees on Employment set up by the Ministry of Labour to persuade the state governments, their agencies and other employers to accept the policy followed by the employment exchanges have not met with much success.

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As regards vocational training, opportunities are given to qualified Nigerians on the basis of merit and aptitude only, particularly in federal institutions. In the states, first consideration goes to natives of the state.

The governments in the Federation pursue a declared policy of equal pay for equal work, except where incentives are necessary to attract expatriates.

Highly-placed government functionaries have undertaken tours to publicise the need for an "open-door" policy in employment. The press and radio have criticised known cases of discrimination. One of the duties of the Advisory Committees on Employment is to educate employers on the evils of discriminatory practices in employment.

The law officers of the Federation met in 1964 and spotlighted aspects of legislation and regulations which require amendment to enable the ratification of this Convention, but the required amendments have not been effected.

The reaction of the majority of the states consulted on the possible ratification of the Convention is against early ratification. This reaction is dictated by large-scale unemployment and under-employment in virtually all the states of the country.

There is no intention of adopting measures to give effect to the provisions of the Convention and Recommendation until the present circumstances improve.

NORWAY

Act No. 34 of 5 June 1970.

In order to make it possible for Norway to ratify the international Convention on the elimination of all forms of racial discrimination, the Penal Code has been amended by Act No. 34 of 5 June 1970 extending the protection afforded against discrimination based on religious belief, race, colour or national or ethnic origin.

Section 135(a) of the Penal Code makes it a crime punishable by a fine or by imprisonment for up to two years to make a public statement or otherwise disseminate a statement among the public whereby a person or a group of persons is threatened, insulted or subjected to hatred because of his or their religious belief, race, colour or national or ethnic origin.

Section 349(a) makes it an offence punishable by a fine or by imprisonment for up to six months to deny a person goods or services on the same terms as others in a professional or similar activity because of his religious belief, race, colour or national or ethnic

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origin, or for similar reasons to deny a person access to a public performance or exhibition or any other public gathering on the same terms as others.

PANAMA

Labour Code (LS 1947-Pan.1).

The Ministry of Labour and Social Welfare is the institution responsible for the enforcement of the provisions of the various laws and regulations (Labour Code).

The prevailing system in the Republic of Panama is that of trade unions and tripartite committees (comprising representatives of employers, workers and the Government), which collaborate to ensure the fair and effective application of the provisions in question.

A few years ago the national Government embarked upon a full review of the present Labour Code, with the assistance of the International Labour Organisation, with a view to bringing its provisions up to date and making them more consistent with the actual situation in the country.

The State of Panama endeavours to preclude any possibility of discriminatory action by applying the principles embodied in its Constitution through public institutions such as the Ministry of Education (as concerns education) and the Ministry of Labour and Social Welfare (as regards labour and social welfare). Article 90 of the Constitution provides that "The State shall by every possible means encourage the people to take an interest in cultural activities, and shall maintain a system of free supplementary education courses for adults, designed to prevent and eliminate illiteracy and provide practical training for the working classes".

Practical training is provided for workers through the programmes organised by the Institute for the Training and Utilisation of Human Resources (IFARHU).

As regards equality of opportunity in respect of employment and vocational training, the State takes action through the Ministry of Labour and Social Welfare, in accordance with the provisions of articles 63, 64 and 90 of the national Constitution.

The Government of Panama makes frequent use, for the dissemination of information, of the press, radio and television, for which purpose it has set up a Central State Information Bureau; in addition, each ministry follows the practice of sending out circulars directly to those concerned (in this instance, employers, workers and trade unions in general).

The Ministry of Labour and Social Welfare, which is the institution directly responsible for ensuring good relations between employers

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and workers, constantly seeks, through direct contact with the employers' associations and the trade unions, to secure their collaboration in the application of the principles for the elimination of discrimination.

PERU

Legislative Decree No. 17,687 of 6 June 1969.

Convention No. 111 was approved by the Revolutionary Government of Peru on 6 June 1969, by means of Legislative Decree No. 17,687. Ratification took place on 10 August 1970.

RUMANIA

Constitution of 1965, as amended in 1969 (LS 1969-Rum.1).

Labour Code, Act of 30 May 1950 (LS 1950-Rum.1).

Penal Code of 21 June 1968.

Decree No. 534 of 24 June 1966.

Act No. 11 of 13 May 1968.

Act of 15 March 1969 respecting the status of the teaching profession.

Decree No. 783 of 15 November 1969.

Under the Constitution, citizens of the Socialist Republic of Rumania, irrespective of their nationality, race, sex or religion, have equal rights in all fields of economic, political, legal, social and cultural life.

No restriction of such rights and no difference in their exercise on grounds of nationality, race, sex or religion are allowed.

Section 33 of the Labour Code stipulates that there shall be equal remuneration for work of equal value, without distinction as to age, sex or nationality.

Section 247 of the Penal Code, adopted on 21 June 1968, prohibits the restriction by a public official of the use or exercise of a citizen's rights, and the placing of persons in a position of inferiority for discriminatory reasons, subject to a penalty of six months to five years' imprisonment.

Section 2 of Decree No. 783 of 15 November 1969 respecting the organisation and functioning of the Ministry of Labour vests in that Ministry the responsibility for supervising the application of the

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laws, decrees and decisions of the Council of Ministers governing the various aspects of labour and social insurance.

The collegiate body in charge of the Ministry of Labour comprises a representative of the General Confederation of Labour of Rumania, who has the right to vote when decisions are taken.

No form of discrimination resembling those defined in the Convention exists either on the basis of law or as a result of national practice.

The promotion of equality of opportunity and treatment in respect of access to vocational training, employment and engagement, the exercise of occupations, and terms and conditions of employment, is a major aim of state policy.

In the framing of measures to ensure equal opportunities for all, constant concern has been shown for national minorities.

Act No. 11 of 13 May 1968, which concerns education (pre-school education, general culture, secondary schooling, vocational and technical training, higher education and post-graduate studies), specifies that "education in the Socialist Republic of Rumania shall be provided by the State ... Religious faiths, congregations and communities may organise and operate special schools for the training of personnel to officiate at services" (section 3), and that "all citizens ... are entitled to education without distinction on the basis of nationality, race, sex or religion and without any other restriction which might amount to discrimination" (section 4). "Access to all levels of education shall be guaranteed to everyone as appropriate to his wishes and proven capacities, having regard to economic and cultural demands" (section 6, subsection (2)).

The Ministry of Education provides training for the teaching staff required to provide instruction in the languages of the nationalities living in the country, and in the entrance examinations candidates are allowed to sit papers in their mother tongue on subjects which they have studied in that language (section 9, subsections (2) to (4)).

Students of a nationality other than Rumanian may opt in favour of a school providing instruction in their own language (section 52, subsection (2)).

Under the Act of 15 March 1969 respecting the status of the teaching profession, the teaching staff and managerial staff of schools or sections where instruction is given in the languages of other nationalities living in Rumania must be selected from among persons of the nationalities in question or from among persons who speak the language of these nationalities (sections 30, 40 and 46).

Rumania ratified the Convention against discrimination in education in 1964 and the international Convention concerning the elimination of all forms of racial discrimination in 1970.

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There are likewise no discriminatory provisions to be found in the regulations concerning the training, recruitment and organised assignment to posts of skilled manual workers and technical administrative personnel and of unskilled workers, the assignment to employment of persons with higher educational qualifications, etc.

Since there are no national legislative provisions with discriminatory effects within the meaning of the Convention and Recommendation, and since no situation involving discrimination in any form whatsoever has been reported by the inspectors of the Ministry of Labour or of the territorial departments for labour and welfare problems, it has not been necessary to make any modifications, repeal any measures or set up special machinery for regularly reviewing the situation from the standpoint of the observance of the principles of non-discrimination.

The observance of these principles is ensured by provisions of the Penal Code which prohibit displays of discrimination in any form, and by the affording of an opportunity to any person who considers that he has been discriminated against to apply to the labour inspection services or to the courts (sections 34 and 35 of the Constitution and Decree No. 534 of 24 June 1966).

The extent to which the national minority groups are represented in the economically active population is evidence of the absence of any form of inequality in practice in respect of engagement and the exercise of occupations.

Special attention is devoted to ensuring that women have access to occupations and posts appropriate to their capacities and aptitudes, and the number of women in employment is constantly growing. At 1 January 1969, out of the total number of women in gainful employment, 58.2 per cent were wage earners (as compared with 78.4 per cent in the case of men), 24.6 per cent were engineers, technicians or specialists of a similar nature (as compared with 13.7 per cent in the case of men), and 13 per cent were civil servants (as compared with 4.9 per cent in the case of men).

There is also an increasingly higher percentage of women among persons completing their secondary and higher education.

In the framing of development plans, regard has been had since August 1944 for the need for priority in economic development to be given to areas which have lagged behind, and for a balanced geographical distribution of industrial and agricultural production units.

Since national legislation and practice are in conformity with the principle of non-discrimination, it has not been deemed necessary to take special steps "for the information and education of the public" within the meaning of the questionnaire.

The Government of Rumania, considering that the national legislation is in conformity with the principles embodied in the Convention, will contemplate ratifying the Convention when it reviews the labour legislation.

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RWANDA

Constitution of 1962.

Labour Code (LS 1967-Rwa.1).

The labour and social security services supervise the application of the legislative provisions relating to matters dealt with in the Convention and Recommendation.

No form of discrimination is allowed.

To ensure the enforcement of the provisions relating to the abolition of discrimination in respect of employment, the Minister for Family Life and Community Development, in a communiqué dated 28 May 1968, has requested that all job vacancies and applications should be notified to the labour and social security services.

It is the aim of the national legislation to ensure full respect for the fundamental human freedoms. However, the present socio-economic and administrative situation makes it impossible to introduce social legislation embracing all the fields covered by the provisions of the Convention and Recommendation. Legislative provisions are being enacted as and when conditions appear favourable.

All citizens enjoy equality in respect of training and access to employment, and it is the duty of the competent public services to ensure that the provisions in force are observed. Nevertheless, these services are not yet sufficiently well equipped to be able to check up on all forms of discrimination that might occur.

The national radio, the press, and public meetings organised by the chiefs of the administrative districts, are used for informing and educating the public, in order to create a climate of opinion favourable to the observance of the principles of non-discrimination.

Progress in organising workers' associations has been slow, and no steps have yet been taken to secure the collaboration of employers' and workers' organisations or other bodies.

Ratification of the Convention is being delayed by the difficulties just mentioned.

SPAIN

Religious Freedom Act of 28 June 1967 (Boletín Oficial, 1 July 1967).

Under the Religious Freedom Act, promulgated on 28 June 1967, the Spanish State recognises the right to religious freedom based upon the dignity of the human being and guarantees, with the necessary

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safeguards, immunity from any form of coercive action to interfere with the lawful exercise of this right (section 1(1)); the religious beliefs of Spaniards may not serve as a pretext for unequal treatment under the law (section 3), and all Spaniards, irrespective of their religious beliefs, are entitled to engage in any occupation or activity whatsoever and to have access to public office and responsibilities on the basis of their merits and capacities, without any restrictions other than those provided for in the fundamental laws and established standards.

SUDAN

Legislative, administrative and practical measures exist to meet the requirements of the Convention.

The Ministry of Labour is entrusted with the supervision and the application of the legislation and regulations. The organisations of employers and workers may be called upon to co-operate in this application through their representation in national and regional Employment Councils.

No forms of discrimination exist in Sudan. The national policy is designed to promote in practice equality of opportunity and treatment in all fields of employment and occupations.

The labour legislation is in the process of being revised by a national council composed of representatives of employers, workers and government units.

TUNISIA

In September 1968, the Vocational Training and Employment Office organised study days on vocational training. The discussions in the committees set up culminated in the framing of a draft charter recognising that all citizens should have equal access to vocational training (Title IV, section 8) and stipulating that vocational training must be available to young persons of both sexes (section 9).

TURKEY

Minimum Wage Fixing Regulations of 5 April 1968.

Act No. 2007 of 11 June 1932 respecting the trades and occupations reserved for Turkish citizens (LS 1932-Turk.1).

Act No. 430 of 6 March 1924 respecting the standardisation of education.

Turkish civil law.

INSTRUMENTS ON DISCRIMINATION

The fundamental principles embodied in the Constitution, which leave no scope for discrimination, determine the orientation and purpose of the other laws as well as the manner in which they are applied.

Under the Labour Act, No. 931 of 28 July 1967, "no distinction shall be made on grounds of sex between the wages paid to male and female employees performing jobs of the same nature and working with equal efficiency. No provisions contrary to this principle may be included in any collective agreement or contract of employment" (section 26). Special penalties are prescribed for cases where an employee is dismissed on account of his membership of a trade union (section 13).

Section 1(3) of Act No. 274 of 15 July 1963 respecting trade unions prohibits any form of discrimination based on sex, family, race, colour, language, religion, sect, belief, political opinions or membership of any political party, with regard to the constitution or membership of occupational organisations, or election to official posts or employment therein, or the use of any facilities made available by such services.

Under the terms of section 1 of Act No. 2007 of 11 June 1963, non-nationals are debarred from certain occupations. They may engage in others only after obtaining a special permit.

A Bill with a view to the ratification of Convention No. 118, concerning equality of treatment of nationals and non-nationals in social security, is now before Parliament.

The employment service makes no discrimination between job applicants. Only physical fitness and occupational aptitude are taken into consideration. The employment service ensures that courses are organised for apprentices, instructors and foremen in compliance with Act No. 3457, which requires employers to organise such courses in industrial establishments and mines so as to permit their employees to increase their occupational skills. In the application of the law equality of opportunity and treatment is ensured in practice.

The press, radio and television, as well as lectures arranged at workplaces, people's education programmes run by the General Directorate for Public Education, and community development programmes run by the Ministry for Rural Affairs, etc., are used as a means of informing and educating the public for the purpose of creating a climate of opinion favourable to the observance of the principles of non-discrimination.

UGANDA

Constitution of 1967.

There are no forms of discrimination such as are defined in the Convention.

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No national policy designed to promote equality of opportunity and treatment in respect of access to vocational training and employment, and conditions of employment, has been declared. In the public service, however, there is equality of treatment as regards access to employment and conditions of employment. As far as the vocational training programme, which is in the initial stages, is concerned, the policy will be to provide equal treatment to all citizens.

No studies of the possible discriminatory effects of national legislation and administrative measures have been undertaken.

Selection of persons for employment in the public service is done by public service commissioners. Candidates are selected on merit.

Conditions of employment in the private sector are dealt with in the collective agreement negotiated between trade unions and employers and are non-discriminatory.

The press and radio are generally used for the information and education of the public.

The Tripartite Labour Consultative Council can be used to secure the collaboration of employers and workers in implementing the policy laid down in the Convention.

No modifications in national legislation or practice with a view to giving partial or full effect to the Convention have been made. If any law is found to conflict with the Constitution, the latter will prevail.

Difficulties might arise in the enforcement and supervision of the policy of non-discrimination in the private sector, where the employers select their employees, particularly with small employers whose employees in many cases are not represented by trade unions.

It is not intended at the moment to adopt measures to give further effect to the provisions of the Convention or of the Recommendation. The provisions of these instruments will always be taken into consideration, however, in the development of employment policies.

UNITED KINGDOM

Race Relations Act, 1965.

Race Relations Act, 1968.

Prevention of Incitement to Hatred Act (Northern Ireland), 1970.

Equal Pay Act, 1970.

Merchant Shipping Act, 1970.

The Race Relations Act, 1968, makes discrimination in employment on grounds of colour, race or ethnic or national origins

INSTRUMENTS ON DISCRIMINATION

unlawful in engagement, terms and conditions, training, promotion and dismissal. It is also unlawful under the Act for trade unions and employers' organisations to discriminate on the same grounds in respect of admittance to membership or the benefits of membership. The Act does not apply to Northern Ireland, where race relations do not constitute a problem. However, the Prevention of Incitement to Hatred Act (Northern Ireland), which has been recently enacted, contains a provision analogous to, though wider in scope than, section 6(1) of the Race Relations Act, 1965, inasmuch as it seeks to give protection to persons distinguished by their religious belief as well as by colour, race or ethnic or national origins.

The object of the Equal Pay Act, 1970, is to eliminate discrimination on grounds of sex in remuneration and other terms and conditions of employment by 29 December 1975. A Bill similar to the Equal Pay Act has been introduced into the Northern Ireland Parliament.

Section 8 of the Race Relations Act makes a number of exceptions to the requirements of sections 2 and 3. For example, under section 8(10) of the Act it is not unlawful by virtue of sections 2 and 3 to discriminate against any person in respect of employment on a ship, if compliance with either of those sections would result in persons of different colour, race or ethnic or national origins being compelled to share sleeping rooms, messrooms or sanitary accommodation.

The Department of Employment and Productivity promotes the concept of equal opportunity for all workers, regardless of race or colour, through its employment, youth employment and manpower advisory services.

Both the Trades Union Congress and the Confederation of British Industry have declared their belief in, and support the need for, integration in employment. The Institute for Personnel Management has recently issued a policy statement on equal opportunity in employment.

Section 125 of the Merchant Shipping Act, 1894, which makes special provisions in respect of seamen who are natives of India, has been repealed by the Merchant Shipping Act, 1970, and the engagement of these seamen is to be governed by the general provisions contained in clauses 1 to 6 of the 1970 Act.

The Race Relations Act itself has a prohibitive as well as corrective function within the limits of its provisions, but when complaints are made and investigated the Race Relations Board or industry machinery will, wherever possible, use its best endeavours not only to dispose of the complaint but also to deal with any underlying circumstances which gave rise to the complaint.

The Equal Pay Act provides that disputes about a woman's entitlement to equal treatment may be referred to an industrial tribunal by the woman concerned, by her employer, or, in certain circumstances, by the Secretary of State. It also provides for questions of discrimination in collective agreements, pay structures and statutory orders to be referred to the Industrial Court.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

The requirement of equal treatment extends to all terms and conditions of employment and not merely to remuneration. A woman who is entitled to equal treatment under the legislation will be able to claim any contractual right enjoyed by the men concerned, for example, the right to promotion to another grade after a stipulated period of service, or the right to "day release" for further education.

In order to discourage racial discrimination, the Government has decided that the standard conditions of government contracts should be amended so as to require contractors to conform to the provisions of the Race Relations Act, 1968. Government departments are prepared to withhold contracts from firms practising racial discrimination in employment. Further legislation is not contemplated.

In Northern Ireland, as regards the question of discrimination on grounds of religious belief, the Government practises impartiality in its employment procedures. In those sectors of public employment where the Government is not the direct employer, each employing body has been asked to make a declaration that its aim is to have equality of employment opportunity without regard to religious or political considerations and to have an approved code of employment procedure. An employee of central Government who feels he has suffered discrimination in a personal matter has the right to ask a Member of Parliament to refer his complaint for investigation to the Parliamentary Commissioner for Administration. Anyone who feels he has suffered discrimination at the hands of a local authority or statutory body may refer his complaint to the Commissioner for Complaints.

Recognising that many persons in certain minority groups may be hindered by their distinctive cultures, religions, social habits and languages in obtaining the employment opportunities of which they are capable, the Department of Employment and Productivity is sponsoring research into the extent of the problem. Although many immigrants have already made use of the training facilities of government training centres, it is recognised that some may have difficulty in obtaining vocational training because of language and communication problems. It has been decided to set up two experimental educational courses to assess the extent of this problem and to find the best ways to deal with it.

Admission to further education courses within the publicly maintained system, whether vocational or otherwise, raises no question of discrimination.

The report of the Select Committee on Race Relations and Immigration concerning the problems of coloured school-leavers (published in February 1970) endorses the Government's view of the need for positive action to prevent racial discrimination, to widen the choice of jobs open to coloured people and to promote equal opportunities for all, regardless of race or colour, in other fields of employment, such as training and promotion.

Careers officers attending training courses continue their efforts to help coloured boys and girls obtain employment in all industries and occupations, to remedy individual cases of

INSTRUMENTS ON DISCRIMINATION

discrimination, and in appropriate cases to explain to young people their rights under the Race Relations Act, 1968.

In Northern Ireland the code of instructions under which the public employment service is operated provides that "discrimination against persons on the grounds of belief, colour or race is contrary to the policy of the Government and it is imperative therefore that no such discrimination should be practised or condoned by local officers [of the Ministry] in selecting or submitting registrants for employment".

Employment opportunities for women evidence a reduction in discrimination against their employment in general. Women accounted for over two-thirds of the increase in the labour force since 1951.

There has been a growing acceptance by industry of the need to take account of the domestic responsibilities of married women in employment, whose proportion by 1969 was almost 60 per cent. The special arrangements now made by many employers to encourage married women to enter and remain in employment are evidence that there is no general bias against their employment.

The survey of women's employment carried out in 1965 (the report was published in 1968) revealed that ideas about what is suitable work for women are deeply entrenched among parents, girls leaving school and working women themselves, and that these attitudes present more of an obstacle to full utilisation of women's potential and talents than any discrimination against them on the part of industry.

The responsibility for educating public opinion on the national scale rests largely with the Community Relations Commission, whose terms of reference are set out in section 25 of the Race Relations Act. There are now about eighty local community relations councils throughout the country, many of which have set up employment committees designed to encourage good race relations and equal opportunity in local industry and commerce.

The Department of Employment and Productivity's memorandum on language and communications has been circulated by the Trades Union Congress to all local trades councils (more than 900).

Employers' and workers' organisations accept the general principles of equal opportunity which the Convention lays down.

Since the passage of the Equal Pay Act, 1970, removes what has hitherto been regarded as the major obstacles to ratification of Convention No. 111, a thorough investigation is now being conducted to ascertain whether there are any other possible obstacles to ratification of the Convention.

Copies of the texts of the Race Relations Act, 1968, the Prevention of Incitement to Hatred Act (Northern Ireland), 1970, and the Equal Pay Act, 1970, were enclosed with the Government's report, together with a memorandum on the industry machinery dealing with complaints made under the Race Relations Act, 1968, and the February 1970 issue of the Employment and Productivity Gazette, which contains a review of the first year's working of the Race Relations Act, 1968.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

Bahamas

Constitution.

Public Service Act (Ch. 327).

In practice, there is no discrimination in the Bahamas.

Persons working in the public service are protected under the provisions of the Public Service Act (Ch. 327) and all posts are open without any discrimination on the grounds of sex.

There is full equality in practice in the actual use of facilities connected with training, employment and occupation.

A number of civic organisations are active in the field of public information and education, as a means of furthering the principles of the Convention.

Employers' and workers' organisations are encouraged to include provisions relating to freedom from discrimination in collective bargaining agreements.

It is not envisaged at this stage that any legislation will be required in the near future to give further effect to the provisions of the Convention.

Bermuda

Constitution Order of 1968 (Sections 1, 8, 10, 12).

Race Relations Act, 1969.

Immigration and Protection (Amendment) Act, 1969.

Under the provisions of the Immigration and Protection (Amendment) Act, 1969, all non-Bermudians are required to obtain permission to take up gainful employment in the islands. Such permission is refused if suitable Bermudians are available, and certain job categories are closed to non-Bermudians.

National policy designed to promote equality of treatment for Bermudians in respect of access to vocational training and employment and in respect of terms and conditions of employment has been declared in the Constitution. The Government is committed to racial integration and to providing educational opportunities to all Bermudians.

The Race Relations Advisory Council, a standing body, keeps the situation under constant review.

Legal protection against discriminatory acts is provided by the Race Relations Act, 1969.

INSTRUMENTS ON DISCRIMINATION

The Technical Institute and the other educational facilities are open to all without discrimination; the employment exchange services can be used by Bermudians and by non-Bermudians having work permits.

The public is informed of the government policy, which is aimed at creating racial harmony, through the radio, television and other news media.

The difficulty which may prevent the full application of the Convention is the need to make provision with respect to the regulation and control of the activities of non-Bermudians in the field of employment.

There is no intention to give further effect to the provisions of the Convention or of the Recommendation.

British Honduras

Declared statements of national policy have been made in the House of Representatives concerning the application and acceptance of the terms of equality of opportunity and treatment in respect of the Government's policy of non-discrimination in employment and occupation.

All government agencies adhere to the principle of non-discrimination. The Labour Department and the Trade Union ensure that the Government's policy of non-discrimination is applied in all their activities.

The existing practice of voluntary collective negotiation respects the principles of non-discrimination, except that some collective agreements provide that in the event of redundancy foreign workers should be discharged before nationals. In view of the prevalence of underemployment in British Honduras, the Government reserves the right to discourage employment in government departments of foreign workers on manual work for which local men are available.

British Solomon Islands

Exemption Order, Legal Notice No. 77 of 1965, as amended by
Legal Notice No. 5 of 1970.

In accordance with Legal Notice No. 5 of 1970, certain persons are exempted from the protection of the Labour Ordinance on grounds of higher salary or status.

The labour legislation is administered by the Commissioner of Labour and an inspectorate. One person has been appointed for the purpose of carrying out inspections and investigations in connection with women's employment.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

In practice, most senior positions and many middle-level clerical and supervisory posts in Government and industry are held by persons of other national origins, because qualified Solomon Islanders are not yet available to fill these posts; but government policy is that non-indigenous workers of all nationalities have to possess a skill or qualification not available among Solomon Islanders in order to get a permit to enter the Protectorate. Employers in the British Solomon Islands Protectorate have to give undertakings to the Government with regard to the training of local workers by immigrant workers.

There has been a tendency in the past for expatriates to be favoured for employment because of their special skills and their competence in supervision. Localisation is a declared objective of government policy and it is being actively pursued.

The ultimate objectives of self-government and independence have contributed to vocational training and educational policies which will help to achieve the aims of the Convention and Recommendation.

No special measures to give effect to the provisions of the Convention or Recommendation are at present contemplated and the Government holds the view that their subject is not primarily a matter for government intervention or for legislation, but one of educating public opinion through all the means available.

British Virgin Islands

The Non-Belongers (Restriction as to Employment or Occupation) Ordinance, No. 5 of 1969.

The Non-Belongers (Restriction as to Employment or Occupation) (Amendment) Ordinance, No. 4 of 1970.

No legislative provisions exist in the territory to give effect to all of the matters raised in the Recommendation.

The object of the Non-Belongers Ordinance is to impose restrictions on the employment of non-British Virgin Islanders, having due regard only to national extraction.

As indicated in section 4A of the speech from the throne, 1969, "while it is the declared intention of Government to pursue policies designed to stimulate development of the territory, it is not Government's intention to achieve development at any cost. In the pursuit of the greatest good for the largest number, Government must, nevertheless, always be willing to countenance the representations of minorities ...".

The report of the findings of a committee appointed by the legislature in July 1969 to consider the effects of the Non-Belongers Ordinance has not yet been made available.

INSTRUMENTS ON DISCRIMINATION

There is no legal protection against discriminatory acts with respect to vocational training and employment. Having regard to the terms and conditions of employment, it is the general practice to fix same by administrative regulation, without preference or exclusion of any particular class of people.

The authority to ensure that the prescribed conditions are met is vested in the Labour Commissioner.

As a result of practice, facilities which exist for training purposes are available to all persons, without regard to social or ethnic origins.

No measures have been adopted to educate public opinion on the observance of the principles of non-discrimination, having regard to the restrictions imposed by statute.

The need to consult representative bodies on the application of the provisions of the Recommendation has not yet arisen.

No modifications have been made in the national legislation to give effect to the provisions of the Recommendation or of the Convention.

The difficulty in fully applying this Convention arises over the use of the term national extraction, which is incorporated in the definition of the word "discrimination". With respect to national policies on employment and occupation, which are geared to promote economic security and the general welfare of the indigenous population, it is not intended, having regard to practical circumstances, to conform with the provisions of the Convention or of the Recommendation in their present form.

The nullifying effect of the use of the term "non-belonger" has received the attention of the legislature and its desire has been placed on record that the provisions of the Passport and Immigration and the Non-Belongers (Restriction as to Employment or Occupation) Ordinances, 1969, be reviewed by Government in the light of administration and practice and that the use of the terms "belonger" and "non-belonger" be changed to some more appropriate terms.

Dominica

Constitution Order, 1967.

Section 13 of the Dominica Constitution Order, 1967, provides, inter alia, that "no law shall make any provision that is discriminatory either of itself or in its effect".

In order to provide for the protection of its resident workers, the Government has adopted a policy designed to stop the discriminatory practice whereby persons were brought from outside to perform jobs in which the skills were available locally.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

Since there are no forms of discrimination either on the basis of law or as a result of practice or factual situations, it is not envisaged to enact legislation to conform with the Convention and Recommendation.

Fiji

The Fiji (Constitution) Orders, 1966 to 1970.

The Public Service Commission has become executive with effect from 10 July 1970.

Gibraltar

Constitution (1969).

Section 14 of the Constitution ensures protection against treatment in a discriminatory manner by any person acting in the performance of any public function conferred by any law or otherwise in the performance of the functions of any public office or any public authority. For this purpose the expression "discriminatory" is defined as affording different treatment to different persons attributable wholly or mainly to their respective description by race, caste, place of origin, political opinions, colour or creed.

Vocational training sponsored by Government is open equally to women and covers nursing, teaching, commercial and secretarial subjects, etc.

The principle of equal remuneration for men and women workers for work of equal value has been accepted as an aim of policy by the Government of Gibraltar and the United Kingdom Ministries of Defence and of Public Building and Works in Gibraltar (known collectively as the Official Employers). By agreement reached in the Official Employers Joint Industrial Council, progressive general increases in wages since 1967 have included additional elements for female industrial workers which have raised their wages for equal work from 75 per cent formerly to 90 per cent of the male wage. Non-industrial female workers were brought to full parity with men in 1969.

Redundancy agreements arrived at by the Official Employers Joint Industrial Council provide for the retention of Gibraltarian workers in preference to aliens in times of redundancy.

The Trade Restriction Ordinance prohibits non-Gibraltarian enterprises from engaging in specific trades or business activities without a licence from the Governor.

The Convention appears to require intervention by the State in determining terms and conditions of employment, which would conflict

INSTRUMENTS ON DISCRIMINATION

with the established practice whereby conditions of employment, as far as possible, are negotiated between employers and workers or their representatives.

The Government intends to continue to pursue a policy designed to promote equality of opportunity and treatment in respect of employment and occupation, by methods appropriate to conditions and practice in the territory, and to adopt such measures as may appear appropriate to this end.

Gilbert and Ellice Islands

Gilbert and Ellice Islands Order, 1967.

Employment Ordinance, 1965.

Section 16 of the Gilbert and Ellice Islands Order, 1967, provides that no law shall make any discriminatory provisions.

The only form of discrimination which exists is that based on sex. Married women generally, as a matter of local custom, do not enjoy the same equalities as other persons.

A policy of localisation has been declared, aimed at the replacement of expatriates by Gilbert and Ellice Islanders as soon as they have acquired the requisite skills.

An Employment Policy was published in May 1969 with the declared aim of avoiding any discriminatory practices.

The Employment Ordinance, 1965, sets certain terms and conditions of employment which apply to all workers.

A report on the manpower position, which indicates that there are proportionately more Ellice Islanders in employment than Gilbertese, is at present under consideration.

Hong Kong

Employment Ordinance of 1968, as amended in 1970.

Factories and Industrial Undertakings (Amendment) Regulations, 1969.

Since 1968, the Labour Department has been operating the Youth Employment Advisory Service, the chief function of which is to disseminate careers information to youths, irrespective of their race or creed.

A phased equal pay scheme has been introduced for women officers in certain grades where they and their male counterparts are performing identical work. This scheme was started on 1 April 1969 with the objective of achieving parity on and from 1 April 1975.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

As regards security of tenure of employment, legislation regarding termination of contracts of service applies equally to men and women.

A Bill enacted in 1970, amending the Employment Ordinance of 1968, prohibits the termination of the contracts of employment of female employees during the period of maternity leave.

As there has never been any discrimination in regard to employment and occupation, the Government does not intend to introduce provisions which would conflict with the practice whereby conditions of employment are directly negotiated between employers' and workers' organisations, without interference from the Government.

Isle of Man

The Isle of Man Government has accepted the United Nations Convention on Racial Discrimination.

A revised vocational training scheme has been formulated which for the first time provides training for women as well as men.

Seychelles

Wages Regulation Ordinance, No. 22 of 1932.

Minimum Wages (Agricultural Labourers) Proclamation, No. 10 of 1969.

For the purposes of Articles 1 to 6 of the Convention and Paragraphs 2 to 10 of the Recommendation, the only factor which departs from the required terms concerns the employment of women in certain occupational capacities, i.e. as agricultural labourers, where the statutory fixed minimum wage rates for women are lower than for men.

Any changes in wage rates, etc. under Ordinance No. 22 of 1932 are subject to prior consultation between representatives of employers and workers through the machinery provided by the Labour Advisory Board.

At the present stage of the colony's economy, it is considered undesirable as yet to adjust the wage rates of women employed in certain occupational categories to conform to the rates for men in similar occupational categories.

INSTRUMENTS ON DISCRIMINATION

UNITED STATES

Civil Rights Act of 1964 (42 USC 1971 et seq.; 78 Stat. 241).

Executive Order No. 11,141, February 1964, providing for non-discrimination by federal contractors and subcontractors on the basis of age.

Executive Order No. 11,375, 13 October 1967, amending EO 11,246 to prohibit discrimination by federal contractors and subcontractors also on the basis of sex.

Regulations, Part 1605, Title 29, Code of Federal Regulations (FR) - religious discrimination guidelines of the Equal Employment Opportunity Commission.

The Philadelphia Plan (a federal equal employment opportunity compliance programme).

Executive Order No. 11,478 on equal employment opportunity in the federal Government.

Amended Regulations, Part 713, Title 5, FR.

Title 29, FR, Chapter XIV - Part 1604 - guidelines on discrimination because of sex.

Office of Federal Contract Compliance Developments (1969).

Title 41, FR, Chapter 60; Part 2 (Order No. 4) - anti-discriminatory requirements of non-construction contractors on federal contracts.

Title 41, FR, Chapter 60, Part 60-20 - sex discrimination guidelines (9 June 1970).

Equal Pay Act of 1963 Developments.

Age Discrimination in Private Employment Act of 1967 (29 USC 629).

Regulations, Part 850, Title 29, FR.

Interpretations, Part 860, Title 29, FR.

The "Philadelphia Plan" is an equal employment opportunity compliance programme (issued to implement Executive Order No. 11,246 of 1965) that requires bidders on all federal and federally-assisted construction projects exceeding \$500,000 to submit affirmative action plans setting specific goals for the utilisation of minority employees.

The plan went into effect in five counties in the Philadelphia area on 18 July 1969. The plan, or an appropriate variation of it, will be extended to other areas as soon as practicable. A similar plan for Washington, D.C. went into effect on 1 June 1970.

The legality of the plan was upheld by the United States District Court for the Eastern District of Pennsylvania (Civil Action No. 70-18, 13 March 1970).

Under Executive Order No. 11,478 of 8 August 1969, the Civil Service Commission was given an equal employment opportunity

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programme leadership and guidance role. Part I of Executive Order No. 11,246 of 24 September 1965, and those parts of Executive Order No. 11,375 of 13 October 1967 which apply to federal employment were superseded by Executive Order No. 11,478.

The Equal Employment Opportunity Commission (EEOC), established by the Civil Rights Act of 1964, has authority to investigate and conciliate charges of discrimination by employers, employment agencies, unions or sponsors of apprenticeship or other job training programmes. In 1968, the EEOC completed more than 3,500 investigations and 640 conciliations. Nearly 29,000 persons, 70 per cent of whom were negroes, benefited directly from these conciliations.

During 1969, the Department of Labour's Office of Federal Compliance established under Executive Order No. 11,246 negotiated with a number of major companies with a view to correcting all discriminatory practices in their plants and providing adequate affirmative action programmes. Agreement was reached with five of the major textile firms to take affirmative action in minority recruitment, hiring, placement, and promotion and to report such actions on a quarterly basis.

A significant breakthrough in women's job rights under the Equal Pay Act, 1963, was achieved by a unanimous decision of the United States Court of Appeals, Third Circuit, in a case involving the Wheaton Glass Company in New Jersey. The Court decided that women performing substantially the same work as men should receive the same pay. A similar decision has been issued by the United States Court of Appeals, Eighth Circuit, in a case involving the American Can Company in Arkansas.

The Labour Department has filed suit against approximately 126 companies for alleged violations of the Equal Pay Act; it has already recovered more than \$1.5 million in back wages and has secured wage increases for more than 6,322 women employed in a wide variety of industries.

One of the chapters of the Manpower Report of the President, transmitted to the Congress in March 1970, is devoted to equal employment opportunity. It states that the most encouraging aspect of the employment record for negroes is their rapid movement into the higher level occupations. More than three-fifths of the increase in negro employment between 1961 and 1969 was in professional, other white-collar and skilled occupations. In its efforts to break discriminatory barriers in employment the Government has to deal not only with deliberate discrimination in hiring and promotions but also with "systematic discrimination", built into the structure and practices of the organisations involved, which includes, for example, unrealistic requirements in selecting workers for jobs or training and "locking" people in departments with limited opportunities for advancement and training.

State employment services are federally funded and subject to federal merit system standards, which prohibit discrimination (Regulations, Part 604, Title 20, Code of Federal Regulations).

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Operation SER (Service, Employment, Redevelopment) is a regional programme designed specifically to meet the needs of Spanish Americans and is run by Mexican Americans in the states of Texas, New Mexico, Colorado, Arizona, and California. SER projects have provided skill training, job development, job placement, and job follow-up services for more than 2,500 unskilled, unemployed people. Almost 6,000 unemployed workers were placed in jobs through job banks and other advanced techniques. SER offices participated in twenty-three separate projects during 1969 and provided a new and unique channel through which public employment offices and other organisations can serve Mexican Americans more effectively.

A new approach to the economic and social problems of American Indians was called for by the President in a speech to the National Congress of American Indians in September 1968.

Through the establishment of new industries on the reservation, it has become possible to offer on-the-job training and employment to more Indians who want to remain there. In 1968, 110 factories were in operation. Efforts are being made by the Bureau of Indian Affairs, the Economic Development Administration and the Indians themselves to attract other industries to locations on or near the reservations, as well as to help the establishment of Indian-owned small businesses.

The total number of states having laws prohibiting discrimination in private employment, as regards rate of pay based on sex, is thirty-six, and the District of Columbia has a regulation prohibiting such discrimination. The state of Pennsylvania amended its equal pay law in 1968 to cover state employees. The states of New Mexico and Iowa, with no equal pay laws, have amended their fair employment practice laws to prohibit discrimination based on sex, New Mexico specifically prohibiting discrimination in compensations based on sex.

The state of Maryland has become the twenty-fifth jurisdiction to enact a statute prohibiting age discrimination in private employment. Thirty-seven states, the District of Columbia and Puerto Rico have fair employment practices laws prohibiting discrimination in employment on account of race, colour, creed or national origin. Twenty-four of these laws also prohibit such discrimination based on sex. Oklahoma enacted a new civil rights Act which includes a prohibition against sex discrimination in employment. New Mexico repealed its prior laws and enacted a human rights Act which prohibits employment discrimination, including discrimination based on sex. Nine states amended their fair employment practices laws to cover discrimination based on sex.

The Oregon fair employment practice law was made applicable to employers of one or more employees (formerly employers with less than six employees were exempted) and to state agencies, political subdivisions, and municipalities.

The state of Pennsylvania made its anti-discrimination law applicable to employers of four or more employees, instead of six or more as before, and removed the exemption for agricultural employees, exempting instead any individual who, as part of his employment, resides in the employer's personal residence.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

The Government appended to its report: a memorandum to heads of all agencies from the Assistant Secretary of Labor, dated 23 September 1969, containing a detailed description of the Philadelphia Plan; up-to-date regulations pertaining to equal opportunity (5 FR, Part 713, Subpart B); revised guidelines on discrimination because of sex (29 FR 1604) issued by the EEOC; sex discrimination guidelines (41 FR, Part 60-20) issued by the Office of Federal Contract Compliance; interpretations and regulations pursuant to the Age Discrimination in Employment Act, 1967, issued by the Department of Labor; and the text of Executive Order No. 11,478.

USSR

Foundations of Labour Legislation in the USSR and the Union Republics, 15 July 1970.

The further development of the principle of equal rights of citizens in Soviet legislation is reflected in the "Foundations of Labour Legislation in the USSR and in the Union Republics", adopted by the Supreme Soviet of the USSR on 15 July 1970, and due to enter into force on 1 January 1971.

URUGUAY

Constitution.

Article 8 of the Constitution of the Republic lays down that "all persons shall be equal in the eyes of the law, no distinction between them being recognised other than that based on their talents or virtues". Article 36 provides that "every person shall be entitled to engage in any kind of work, branch of agriculture, industry or commerce, occupation or other form of lawful activity, subject to the restrictions in the interests of the community which are laid down by law".

Article 54 stipulates that "liberty of conscience as regards moral and civic questions, fair remuneration, limitation of the daily hours of work, a weekly rest day and the protection of health and morals shall be guaranteed by law to every person engaged in any employment or service as a wage-earning or salaried employee. The employment of women and of persons under the age of 18 years shall be subject to special regulations and restrictions".

In the laws of Uruguay regulating conditions of employment, no discrimination of any kind is made, equal protection being afforded

INSTRUMENTS ON DISCRIMINATION

to every worker, irrespective of his nationality, sex, race, political ideology or social origin.

The supervision of the application of the labour legislation is entrusted to the General Inspectorate of Labour and Social Security. As far as collaboration with employers' and workers' organisations is concerned, a Ministerial Order dated 31 July 1968 states: "(1) Instructions are hereby given that every inspection made by inspectors of the General Inspectorate of Labour and Social Security shall be carried out in the presence of a representative of the workers and a representative of the employers, who shall be nominated by the bodies authorised to that effect in each occupational organisation, the said nominations being notified to the Ministry of Labour and Social Security".

It has not been necessary to make any modifications in the existing provisions with a view to giving effect to the Convention.

Under the national legislation in force, in principle there is no obstacle to the ratification of Convention No. 111, except if the provisions of articles 75 and 76 of the Constitution of the Republic were to be interpreted as being inconsistent with the text of the Convention.

In addition to national legislation already in force on the subject, mention should perhaps be made, among measures to give further effect to the provisions of the Convention or of the Recommendation, of the preliminary draft statutes for the organisation and functioning of the manpower and employment service, which include among the functions and responsibilities of that service the task of "... procuring for workers a suitable occupation, making no distinction on the basis of sex, race or philosophical or political opinions". This preliminary draft is at present being reviewed by the Ministry of Labour and Social Security.

VENEZUELA

Constitution of Venezuela.

Labour Act of 1 June 1966.

Regulations for the administration of the Labour Act of
30 November 1938.

The Ministry of Labour and the labour inspection services are entrusted with the supervision of the application of the labour legislation (sections 202, 203 and 204 of the Labour Act).

Co-operation by employers' and workers' organisations in the application of the national legislation is provided for in section 170(1) of the Labour Act.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

Article 1 of the Convention. Under Venezuelan law, none of the forms of discrimination to which reference is made in this Article of the Convention is allowed. Non-discrimination is held to be a constitutional principle and is embodied as such in article 61 of the Constitution.

Equality of treatment is afforded to naturalised Venezuelans who entered the country when they were under seven years of age and who lived there permanently until they attained their majority (article 45 of the Constitution).

Article 2. Even though Venezuela has not ratified this Convention, its provisions are fully applied through the Constitution and the national legislation. Equality of opportunity and treatment in respect of employment and occupation is provided for in section 67 of the Labour Act and in section 73 of the regulations for the administration of the Labour Act.

Article 61 of the Constitution prohibits discrimination on the basis of race, sex, religious beliefs or social origin.

As may be seen from the provisions of article 35 of the Constitution, no form of discrimination is allowed in Venezuela on the basis of national extraction, within the meaning given to this term by the ILO, i.e. discrimination which a State might make between its nationals on account of the foreign extraction of some of them, since persons in such a position are deemed to be Venezuelans by birth and are accordingly not open to such treatment.

Article 4. Section 7 of the Labour Act states that where activities involving an employment relationship are being carried on which are prejudicial to, or set out to undermine the rights of, the community, the Government may put an end to such activities by means of a ruling of the competent authorities issued in conformity with the law.

Any person or persons affected by measures of this kind is entitled to avail himself of the avenues of appeal open to him under the Act.

Article 5. "When engaging their employees, employers shall be bound to give preference to heads of families where other conditions are equal. This provision shall not be compulsory with respect to more than 60 per cent of the employees ..." (section 18 of the Labour Act). "In public works and projects of any description, preference shall be given, where other conditions are equal, to heads of families and to persons who have already applied for work to the placement sub-agencies ..." (section 245 of the Labour Act).

Section 8 of the Family Protection Act lays down that "where other conditions are equal, and provided that the necessary requirements are fulfilled in each case, preference shall likewise be given for employment in national, state or municipal public administration or in private undertakings to persons with children who have not yet attained their majority and who can be legally proved to be their progeniture".

INSTRUMENTS ON DISCRIMINATION

ZAMBIA

Constitution of Zambia (App. 3).

Trade Unions and Trade Disputes Ordinance (Cap. 25).

Industrial Conciliations Ordinance (Cap. 26).

Employment Act (No. 57 of 1965) (LS 1965-Zam.2).

Workmen's Compensation Ordinance (Cap. 188).

Minimum Wages, Wages Council and Conditions of Employment Ordinance (Cap. 190).

Employment of Women, Young Persons and Children Ordinance (Cap. 191).

Equal opportunity in employment, consistent with national policies, is ensured by the following practical applications:

1. The Department of Labour continues to make employment services available to all persons.

2. The Commission for Technical Education and Vocational Education and Training ensures that technical and vocational education and training are open to all persons with the necessary qualifications for entry, regardless of race, sex, religious and social origin.

3. The National Institute of Administration devotes special attention to the needs of the Public Service.

Chapter III of the Constitution guarantees the fundamental rights and freedoms of the individual regardless of race, place of origin, political opinions, colour, creed or sex. Section 25 of Chapter III further guarantees that "no law shall make any provision that is discriminatory either of itself or in its effect".

"Zambianisation" and "economic reforms" are the national policies designed to remove imbalances and malpractices of the past and to promote and consolidate the national economy.

Discriminatory sections in the Workmen's Compensation Ordinance (Cap. 188), which provided for separate arrangements with regard to assessment of workmen's compensation, have been repealed and replaced by provisions giving equal and uniform treatment to all workers. The Employment of Natives Ordinance (Cap. 171) has been repealed and replaced by the Employment Act (No. 57 of 1965).

National policies aimed at fostering national unity and rationalisation of the national economy would make ratification difficult at present.

UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

Communication of Copies of Reports to Representative Organisations (Article 23, paragraph 2, of the Constitution)

The Governments of the following States have indicated the representative employers' and workers' organisations to which copies of the reports supplied have been sent: Argentina, Austria, Brazil, Burma, Canada, China, Colombia, Costa Rica, Cyprus, Denmark, France, Federal Republic of Germany, Ghana, Greece, Guatemala, Honduras, India, Indonesia, Iraq, Ireland, Israel, Italy, Japan, Liberia, Luxembourg, Malagasy Republic, Malaysia, Mali, Malta, Mauritania, Mexico, Morocco, New Zealand, Nigeria, Norway, Panama, Philippines, Sierra Leone, Sudan, Sweden, Syrian Arab Republic, Tunisia, Turkey, Uganda, United Kingdom, United States, Uruguay, Venezuela, Zambia.

The Government of Bulgaria has indicated that copies of its reports have been sent to the Central Council of Trade Unions.

The Government of Cuba has stated that copies of its reports have been sent to the Cuban Workers' Union and to the managements of industrial undertakings and trade.

The Government of Czechoslovakia has stated that copies of its reports have been communicated to the Central Council of the Revolutionary Trade Union Movement and to the Chamber of Commerce.

The Government of Rumania has indicated that copies of its reports have been sent to the General Federation of Trade Unions.

The Government of Spain has stated that copies of its reports have been sent to the National Organisation of Trade Unions.

The Governments of Byelorussia and the Ukraine have stated that copies of their reports have been sent to the Trade Union Council and to the directors of numerous undertakings.

The Government of the USSR has stated that copies of its reports have been sent to the Central Council of Trade Unions and to the directors of the leading industrial and agricultural undertakings.

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REPORT III
(PART 3)

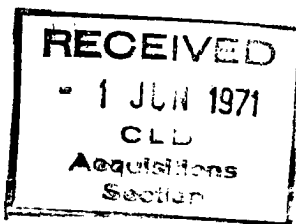
International Labour Conference

FIFTY-SIXTH SESSION

GENEVA, 1971

Third Item on the Agenda

**Information and Reports on the Application
of Conventions and Recommendations**



**SUMMARY OF INFORMATION RELATING TO THE
SUBMISSION TO THE COMPETENT AUTHORITIES OF
CONVENTIONS AND RECOMMENDATIONS ADOPTED
BY THE INTERNATIONAL LABOUR CONFERENCE**

(Article 19 of the Constitution)



GENEVA
International Labour Office
1971

The publication of information concerning the ratification and application of international labour Conventions does not imply any expression of view by the International Labour Office on the legal status of the State having communicated a ratification or declaration, or on its authority over the territories in respect of which such ratification or declaration is made; in certain cases these may present problems on which the ILO is not competent to express an opinion

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INTRODUCTION

Article 19 of the Constitution of the International Labour Organisation prescribes, in paragraphs 5, 6 and 7, that Members shall bring the Conventions and Recommendations adopted by the International Labour Conference before the competent authorities within a specified period. Under the same provisions the governments of member States shall inform the Director-General of the International Labour Office of the measures taken to submit the Conventions and Recommendations to the competent authorities, and also communicate particulars of the authority or authorities regarded as competent, and of the action taken by them.

In accordance with article 23 of the Constitution a summary of the information communicated in pursuance of article 19 is submitted to the Conference. The present summary contains information relating to the submission to the competent authorities of the Conventions and Recommendations adopted by the Conference at its 53rd Session, held in Geneva from 4 to 25 June 1969.

The period of one year provided for the submission to the competent authorities of the instruments in question expired on 25 June 1970, and the period of eighteen months on 25 December 1970.

The present report also contains a summary of additional information relating to the submission to the competent authorities of the Conventions and Recommendations adopted by the Conference at its 31st to 52nd Sessions (1948 to 1968). The information summarised in this report consists of communications which were forwarded to the Director-General of the International Labour Office after the close of the 54th Session of the Conference and which could not, therefore, be laid before the Conference at that session.

The report contains a summary of the information received from governments up to the date of the meeting of the Committee of Experts on the Application of Conventions and Recommendations; the Committee examined, during its session from 15 to 26 March 1971, the information received from the governments, as stated in its report.

At the end of the summary, particulars are given regarding the communication by the governments of copies of the information in question to the representative organisations of employers and workers.

List of Texts Adopted by the Conference at Its 31st to 53rd Sessions

31st Session (1948)

Freedom of Association and Protection of the Right to Organise
Convention (No. 87).
Employment Service Convention (No. 88).
Night Work (Women) Convention (Revised) (No. 89).
Night Work of Young Persons (Industry) Convention (Revised)
(No. 90).
Employment Service Recommendation (No. 83).

32nd Session (1949)

Paid Vacations (Seafarers) Convention (Revised) (No. 91).
Accommodation of Crews Convention (Revised) (No. 92).
Wages, Hours of Work and Manning (Sea) Convention (Revised)
(No. 93).
Labour Clauses (Public Contracts) Convention (No. 94).
Protection of Wages Convention (No. 95).
Fee-Charging Employment Agencies Convention (Revised) (No. 96).
Migration for Employment Convention (Revised) (No. 97).
Right to Organise and Collective Bargaining Convention (No. 98).
Labour Clauses (Public Contracts) Recommendation (No. 84).
Protection of Wages Recommendation (No. 85).
Migration for Employment Recommendation (Revised) (No. 86).
Vocational Guidance Recommendation (No. 87).

33rd Session (1950)

Vocational Training (Adults) Recommendation (No. 88).

34th Session (1951)

Minimum Wage Fixing Machinery (Agriculture) Convention (No. 99).
Equal Remuneration Convention (No. 100).
Minimum Wage Fixing Machinery (Agriculture) Recommendation
(No. 89).
Equal Remuneration Recommendation (No. 90).
Collective Agreements Recommendation (No. 91).
Voluntary Conciliation and Arbitration Recommendation (No. 92).

35th Session (1952)

Holidays with Pay (Agriculture) Convention (No. 101).
Social Security (Minimum Standards) Convention (No. 102).
Maternity Protection Convention (Revised) (No. 103).
Holidays with Pay (Agriculture) Recommendation (No. 93).
Co-operation at the Level of the Undertaking Recommendation
(No. 94).
Maternity Protection Recommendation (No. 95).

36th Session (1953)

Minimum Age (Coal Mines) Recommendation (No. 96).
Protection of Workers' Health Recommendation (No. 97).

37th Session (1954)

Holidays with Pay Recommendation (No. 98).

38th Session (1955)

Abolition of Penal Sanctions (Indigenous Workers) Convention (No. 104).
Vocational Rehabilitation (Disabled) Recommendation (No. 99).
Protection of Migrant Workers (Underdeveloped Countries) Recommendation (No. 100).

39th Session (1956)

Vocational Training (Agriculture) Recommendation (No. 101).
Welfare Facilities Recommendation (No. 102).

40th Session (1957)

Abolition of Forced Labour Convention (No. 105).
Weekly Rest (Commerce and Offices) Convention (No. 106).
Indigenous and Tribal Populations Convention (No. 107).
Weekly Rest (Commerce and Offices) Recommendation (No. 103).
Indigenous and Tribal Populations Recommendation (No. 104).

41st Session (1958)

Seafarers' Identity Documents Convention (No. 108).
Wages, Hours of Work and Manning (Sea) Convention (Revised) (No. 109).
Ships' Medicine Chests Recommendation (No. 105).
Medical Advice at Sea Recommendation (No. 106).
Seafarers' Engagement (Foreign Vessels) Recommendation (No. 107).
Social Conditions and Safety (Seafarers) Recommendation (No. 108).
Wages, Hours of Work and Manning (Sea) Recommendation (No. 109).

42nd Session (1958)

Plantation Convention (No. 110).
Discrimination (Employment and Occupation) Convention (No. 111).
Plantations Recommendation (No. 110).
Discrimination (Employment and Occupation) Recommendation (No. 111).

43rd Session (1959)

Minimum Age (Fishermen) Convention (No. 112).
Medical Examination (Fishermen) Convention (No. 113).
Fishermen's Articles of Agreement Convention (No. 114).
Occupational Health Services Recommendation (No. 112).

44th Session (1960)

Radiation Protection Convention (No. 115).
Consultation (Industrial and National Levels) Recommendation (No. 113).
Radiation Protection Recommendation (No. 114).

45th Session (1961)

Final Articles Revision Convention (No. 116).
Workers' Housing Recommendation (No. 115).

46th Session (1962)

Social Policy (Basic Aims and Standards) Convention (No. 117).
Equality of Treatment (Social Security) Convention (No. 118).
Reduction of Hours of Work Recommendation (No. 116).
Vocational Training Recommendation (No. 117).

47th Session (1963)

Guarding of Machinery Convention (No. 119).
Guarding of Machinery Recommendation (No. 118).
Termination of Employment Recommendation (No. 119).

48th Session (1964)

Hygiene (Commerce and Offices) Convention (No. 120).
Employment Injury Benefits Convention (No. 121).
Employment Policy Convention (No. 122).
Hygiene (Commerce and Offices) Recommendation (No. 120).
Employment Injury Benefits Recommendation (No. 121).
Employment Policy Recommendation (No. 122).

49th Session (1965)

Minimum Age (Underground Work) Convention (No. 123).
Medical Examination of Young Persons (Underground Work)
Convention (No. 124).
Employment (Women with Family Responsibilities) Recommendation
(No. 123).
Minimum Age (Underground Work) Recommendation (No. 124).
Conditions of Employment of Young Persons (Underground Work)
Recommendation (No. 125).

50th Session (1966)

Fishermen's Competency Certificates Convention (No. 125).
Accommodation of Crews (Fishermen) Convention (No. 126).
Vocational Training (Fishermen) Recommendation (No. 126).
Co-operatives (Developing Countries) Recommendation (No. 127).

51st Session (1967)

Maximum Weight Convention (No. 127).
Invalidity, Old-Age and Survivors' Benefits Convention (No. 128).
Maximum Weight Recommendation (No. 128).
Communications within the Undertaking Recommendation (No. 129).
Examination of Grievances Recommendation (No. 130).
Invalidity, Old-Age and Survivors' Benefits Recommendation
(No. 131).

52nd Session (1968)

Tenants and Share-Croppers Recommendation (No. 132).

53rd Session (1969)

Labour Inspection (Agriculture) Convention (No. 129).

Medical Care and Sickness Benefits Convention (No. 130).

Labour Inspection (Agriculture) Recommendation (No. 133).

Medical Care and Sickness Benefits Recommendation (No. 134).

Summary of Information relating to the Submission to the
Competent Authorities of the Conventions and Recommenda-
tions Adopted by the International Labour Conference at
Its 53rd Session (Geneva, 1969) and Supplementary
Information relating to the Texts Adopted by the
Conference at Its 31st to 52nd Sessions (1948 to 1968)

ARGENTINA

The instruments adopted at the 53rd Session have been submitted to the competent authorities. Ratification of Convention No. 129 does not seem appropriate at present, because of the administrative and legislative reforms that are under way in this particular field and law and practice will have to be changed before Convention No. 130 can be ratified. The provisions of Convention No. 129 and of Recommendation No. 133, together with those of Recommendation No. 134 may serve as a guide for national policy.

AUSTRIA

Consultations are taking place with a view to the possible ratification of Convention No. 118. Recommendation No. 132 has been submitted to the National Council: account will be taken of its provisions in so far as this appears necessary and advisable.

BELGIUM

The Government is considering the acceptance of Recommendation No. 132 which was submitted to Parliament on 1 June 1970.

BRAZIL

Recommendations Nos. 133 and 134 have been submitted to Congress and Conventions Nos. 129 and 130 are being translated in order to be submitted.

BULGARIA

The Presidium of the National Assembly has taken note of the instruments adopted by the Conference at its 53rd Session and has transmitted them to the competent bodies for consideration with a view to their possible ratification and application.

BYELORUSSIA

The instruments adopted by the Conference at its 53rd Session were submitted to the Presidium of the Supreme Soviet in May 1970.

CENTRAL AFRICAN REPUBLIC

The instruments adopted at the 53rd Session of the Conference have been submitted to the competent authorities. The system of sickness insurance should be extended to the rural population before ratification of Convention No. 130.

CEYLON

The instruments adopted by the Conference at its 49th, 50th and 51st Sessions have been translated into Sinhala and Tamil and are being printed for submission to Parliament. The instruments adopted at the 52nd and 53rd Sessions are being translated. The Government's proposals concerning the instruments adopted since the 44th Session have been deferred because of the dissolution of Parliament but the question may be taken up again by the next Parliament.

CHINA

Recommendations Nos. 133 and 134 have been submitted to the Legislative Yuan and Conventions Nos. 129 and 130 are being examined by the Executive Yuan. The ratification of Convention No. 92 has been approved by the Legislative Yuan and submitted to the President for final approval.

CONGO (BRAZZAVILLE)

Following the change in the Constitution which took place on 30 December 1969, the authorities considered competent for the submission of instruments adopted by the Conference are the Central Committee of the Congolese Labour Party and, between its sessions, the President of the Republic.

CONGO (KINSHASA)

The instruments adopted by the Conference at its 53rd Session have been submitted to the competent authorities.

COSTA RICA

The instruments adopted by the Conference at its 53rd Session were submitted to the Legislative Assembly on 14 May 1970.

CUBA

The instruments adopted by the Conference at its 52nd and 53rd Sessions were submitted to the competent authorities. In view of the agrarian reform, Recommendation No. 132 does not apply to Cuba.

CYPRUS

The instruments adopted by the Conference at its 53rd Session have been submitted to the House of Representatives. Acceptance of Recommendation No. 133 has been proposed.

CZECHOSLOVAKIA

The instruments adopted by the Conference at its 53rd Session were submitted to the Federal Assembly on 20 May 1970. Since national legislation differs on some points from Convention No. 129 and Recommendation No. 133, the Government has not recommended the ratification of this Convention. It has, however, recommended the ratification of Convention No. 130. The instruments adopted at the 51st Session were submitted to the Federal Assembly on 18 June 1969. The law complies with most of the provisions contained in Convention No. 127 and Recommendation No. 128 but since the maximum weight of loads to be carried by an adult male worker has not yet been fixed, the Government has not recommended ratification of Convention No. 127. The law does not meet the requirements of Articles Nos. 29, 31 and 32 of Convention No. 128, whose ratification is not therefore being considered, nor those of some of the paragraphs of Recommendation No. 131. The instruments adopted by the Conference at its 49th and 50th Sessions have been submitted to the National Assembly. The objectives of Recommendations Nos. 129 and 130 are fully met.

ETHIOPIA

Convention No. 128 and Recommendation No. 131 have been submitted to the Council of Ministers. A plan of action for the introduction of a comprehensive scheme of social security measures and its co-ordination with already existing measures is under consideration with the assistance of an ILO expert. The Government is not in a position meanwhile to ratify Convention No. 128 or to accept Recommendation No. 131.

FRANCE

The instruments adopted by the Conference at its 53rd Session have been submitted to the National Assembly. A thorough study is to be made of some of the provisions of Convention No. 130 and it appears difficult to give effect to Recommendation No. 134. Convention No. 129 might be approved, subject to further studies, since under French law women may only join the corps of supervisors of social legislation, which assists the inspectors. Recommendation No. 133 corresponds to provisions in French regulations with the exception of paragraph 3, since inspectors bring about a number of amicable settlements.

FEDERAL REPUBLIC OF GERMANY

The instruments adopted by the Conference at its 53rd Session were submitted to Parliament on 23 December 1970. The ratification of Convention No. 129 was proposed and Convention No. 130 will be taken into consideration when amendments are made to the laws and regulations on sickness insurance.

GHANA

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly on 3 August 1970. No action will be taken until the Labour Advisory Committee has made its recommendations on the instruments.

GREECE

The instruments adopted by the Conference at its 53rd Session have been submitted to the competent legislative authority.

GUATEMALA

Convention No. 129 was sent to Congress on 9 December 1970.

GUINEA

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly on 8 September 1969.

GUYANA

The instruments adopted by the Conference at its 53rd Session have been submitted to the National Assembly. Convention No. 129 has been ratified. Convention No. 130 cannot be ratified at present but the Government will seek to implement Recommendation No. 134 as an aim of policy.

INDIA

The instruments adopted by the Conference at its 53rd Session have been submitted to Parliament. Since the agricultural labour force in India is not organised, and in view of the very wide scope of these instruments, it is not proposed to ratify Convention No. 129 or to give effect to Recommendation No. 133. Nor is it proposed to ratify Convention No. 130 in view of the high rate of benefits prescribed. Recommendation No. 134 cannot be put into effect.

IRAQ

The instruments adopted by the Conference at its 52nd and 53rd Sessions have been submitted to the competent authorities.

IRELAND

The instruments adopted at the 53rd Session of the Conference have been submitted to Parliament on 2 March 1971. It is not appropriate, at this stage, to accept Convention No. 129 and Recommendation No. 133. As there is the likelihood that future improvements and extensions of health services will bring Irish standards more closely into line with Convention No. 130 and Recommendation No. 134, the question of accepting these instruments is being kept under review.

ISRAEL

The instruments adopted by the Conference at its 53rd Session have been submitted to Parliament. The Ministry of Labour will consider the extent to which national law and practice are in conformity with Conventions Nos. 129 and 130 and the possible measures to be taken with a view to the adoption of these Conventions. Recommendations Nos. 133 and 134 have been sent to the competent bodies to serve as a guide in their activities.

JAMAICA

Recommendation No. 127, submitted to the House of Representatives on 9 June 1970, has been accepted.

JAPAN

The instruments adopted by the Conference at its 53rd Session were submitted to the Diet on 13 May 1970. Convention No. 129 and Recommendation No. 130 are, on the whole, applied by national legislation. The same is true of Convention No. 130 which, however, like Recommendation No. 134, would call for further study before being implemented.

JORDAN

The instruments adopted by the Conference at its 53rd Session have been submitted to the competent authorities. The Conventions and Recommendations should be submitted to the Council of Ministers, which then submits them to Parliament. All the Conventions and Recommendations adopted by the Conference have been submitted to the Council of Ministers.

KENYA

Recommendations Nos. 129 and 130, whose adoption had been proposed by the Government, have been submitted to the National Assembly together with the instruments adopted by the Conference at its 53rd Session, with the exception of Convention No. 129.

KHMER REPUBLIC

The instruments adopted by the Conference at its 53rd Session have been submitted to the competent authorities. Convention No. 122 has been submitted to Parliament for ratification.

KUWAIT

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly on 13 May 1970.

LUXEMBOURG

The instruments adopted by the Conference at its 53rd Session were submitted to the Chamber of Deputies on 18 June 1970. Convention No. 129 and Recommendation No. 133 are of only minor importance to the country in view of the limited number of agricultural workers. The law contains various limitations that are contrary to the provisions of Convention No. 130, which cannot be ratified at the moment. Provision will be made for the necessary amendments during the reform of the sickness insurance scheme which is now being studied. Recommendation No. 134 may serve as a guide for subsequent legislation.

MALAGASY REPUBLIC

Recommendations Nos. 123 to 125 were submitted to the Government on 24 August 1967 and the instruments adopted by the Conference at its 50th, 51st and 52nd Session were submitted on 1 June 1970. Convention No. 127 has been ratified.

MALAWI

The instruments adopted at the 52nd and 53rd Sessions of the Conference have been submitted to the competent authority. The ratification of Convention No. 129 has been recommended, but at this stage of the country's development ratification of Convention No. 130 is not proposed.

MALAYSIA

The instruments adopted from the 50th to 53rd Sessions of the Conference were submitted to Parliament on 16 March 1971. It is hoped that the Government's proposals relating to the instruments adopted from the 47th to 49th Sessions of the Conference will be submitted to Parliament at its next session.

MALI

The instruments adopted by the Conference at its 53rd Session were submitted to the military National Liberation Committee on 27 July 1970. No particular measures are necessary in respect of Convention No. 129 since the number of agricultural undertakings and of remunerated agricultural workers is not sufficiently high in the Republic of Mali. It will only be possible to consider the ratification of Convention No. 130 when a sickness insurance scheme, which is now being studied, has been set up. National laws and regulations differ from Recommendation No. 133 in that the functions of the labour inspectors include conciliation. Paragraphs 2, 3, 5, 6, 7, 8 and 11 of Recommendation No. 134 have no parallel in national law or practice.

It is not intended to implement the instruments adopted by the Conference at its 46th to 48th Sessions; in some cases, national legislation contains provisions that are similar to and sometimes more detailed than those in these instruments; Conventions Nos. 125 and 126 and Recommendation No. 127 have no application in Mali. Recommendation No. 127 should be brought to the attention of the departments concerned to provide guidance in their activities. Convention No. 127 cannot be ratified as national laws and regulations stand at present but account will be taken of it during the drafting of regulations to apply the Labour Code. It will be possible to consider ratifying Convention No. 128, in respect of old-age benefits, when the ILO experts who are making a study of the system of retirement benefits have made known the results of their studies. The categories of workers referred to in Recommendation No. 132 do not exist in Mali.

MALTA

The instruments adopted by the Conference at its 53rd Session have been submitted to Parliament. Apart from a few differences, national law and practice are generally in conformity with Convention No. 129 which may be ratified in due course, after further study. Convention No. 130 cannot be ratified for the time being because the law does not conform with its provisions. Recommendations Nos. 133 and 134 can be accepted as guides for future action.

MAURITANIA

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly on 7 November 1969. Because of the country's geographical, economic and financial situation, the implementation of these instruments is not appropriate at the present time.

MEXICO

The Recommendations adopted by the Conference at its 53rd Session have been submitted to Congress; Conventions Nos. 129 and 130 will be submitted to the Senate, together with propositions that are being considered by various bodies concerned.

The texts of the Recommendations adopted by the Conference are transmitted to Congress and copies thereof communicated to the bodies concerned for implementation as necessary.

MOROCCO

The instruments adopted by the Conference at its 53rd Session were transmitted to the Prime Minister on 20 April 1970 for submission to the King. The ratification of Convention No. 129 does not seem to present any difficulties since the laws in force are in conformity with the provisions of the Convention. Morocco is not in a position to ratify Convention No. 130 although it has some legislative provisions that correspond partly to some of the provisions of the Convention. It is not intended to implement Recommendations Nos. 133 or 134.

As regards the instruments adopted by the Conference at its 51st Session, it does not seem possible to consider ratifying Convention No. 127 in the immediate future; the ratification of Convention No. 128 will depend on how the Moroccan social security scheme develops since present rates are considerably lower than those laid down in the Convention.

NETHERLANDS

Convention No. 111 will soon be approved by Parliament and it is expected that Convention No. 114 will be approved in the near future. Measures are being taken to submit to Parliament shortly Convention No. 110 and Recommendations Nos. 105 to 111 and 126 to 132.

NEW ZEALAND

The instruments adopted by the Conference at its 53rd Session were submitted to Parliament in September 1970. National legislation is not in conformity with Articles 16(1)(a), 18(2) and (4) of Convention No. 129, and in certain respects Recommendation No. 133 is not adapted to the situation in the country. National law and practice comply generally with the provisions of Convention No. 130; divergencies exist however in regard to certain Articles and more particularly Articles 26 and 27 of the Convention. Recommendation No. 134 is accepted with certain reservations.

NIGER

The instruments adopted by the Conference at its 53rd Session have been submitted to the competent authorities. Because of the country's economic situation, it is not intended for the time being to give effect to these instruments.

NORWAY

The instruments adopted by the Conference at its 53rd Session were submitted on 20 March 1970 to Parliament, which approved the ratification of Convention No. 129 and the acceptance of Recommendations Nos. 133 and 134.

PERU

The social security bodies have considered the extent to which effect is given to Convention No. 130 and to Recommendation No. 134 in national laws and regulations.

PORTUGAL

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly on 24 September 1969.

RUMANIA

The instruments adopted by the Conference at its 53rd Session were submitted to the competent legislative authorities in December 1970.

RWANDA

Recommendation No. 132 was submitted to the President of the Republic on 10 June 1970 and a copy was sent to the President of the National Assembly, for information. The categories of workers referred to in the instrument do not exist in Rwanda.

SENEGAL

The instruments adopted by the Conference at its 53rd Session have been submitted to the competent authorities. The ratification of Convention No. 129 does not seem advisable for the time being and it has been decided, in view of the present state of the laws on sickness insurance, to postpone ratification of Convention No. 130. Recommendations Nos. 133 and 134 have not been accepted.

SINGAPORE

The Conventions and Recommendations adopted by the Conference will be submitted to Parliament.

SUDAN

The instruments adopted by the Conference at its 48th to 53rd Sessions have been submitted to the Council of Ministers. Convention No. 122 has been ratified.

SWEDEN

The instruments adopted by the Conference at its 53rd Session were submitted to Parliament during its 1970 sitting. Conventions Nos. 129 and 130 have been ratified. Account will be taken of Recommendations Nos. 133 and 134 for future legislative action, to the extent possible and appropriate.

SWITZERLAND

The report dated 22 June 1970 of the Federal Council, submitting the instruments adopted at the 53rd Session of the Conference, was adopted by the Council of States on 15 December 1970 and by the National Council on 8 March 1971.

The rules laid down in Convention No. 129 are not required in Switzerland, the more so since only a minority of agricultural undertakings employ personnel extraneous to the family. National legislation on sickness insurance, on several points, do not meet the requirements of Convention No. 130. The ratification of these instruments, therefore, has not been proposed.

SYRIAN ARAB REPUBLIC

Recommendation No. 133 has been submitted to the Council of Ministers and its approval has been proposed.

TANZANIA

The instruments adopted by the Conference from its 47th to its 53rd Sessions are currently being brought before the competent legislative authorities.

TUNISIA

The instruments adopted by the Conference at its 50th to 52nd Sessions, together with Convention No. 130 and Recommendations Nos. 133 and 134, have been communicated to the National Assembly.

UGANDA

The instruments adopted by the Conference at its 51st and 52nd Sessions were submitted to the National Assembly on 23 April 1970. Recommendations Nos. 128, 129 and 130 have been accepted.

UKRAINE

The instruments adopted by the Conference at its 53rd Session have been submitted to the Presidium of the Supreme Soviet.

USSR

The instruments adopted by the Conference at its 53rd Session were submitted to the Presidium of the Supreme Soviet of the USSR on 20 May 1970.

UNITED ARAB REPUBLIC

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly together with Conventions Nos. 90 to 93, 102 and 118 and Recommendations Nos. 84 to 87, 89 and 91 to 95. The ratification of Conventions Nos. 91, 102, 118, 129 and 130 has been postponed until a later date. These Conventions and Recommendations might however provide guidance for future action. The ratification of Conventions Nos. 90, 92 and 93 requires further study. Conventions Nos. 97, 99, 103 and 117 will be submitted to National Assembly very shortly.

UNITED KINGDOM

The instruments adopted by the Conference at its 53rd Session have been submitted to Parliament. Ratification of Convention No. 129 is not proposed since certain powers which the instrument confers on inspectors do not correspond to those prescribed under national legislation. The Government has proposed acceptance of Recommendation No. 133. On the whole national law and practice correspond to the provisions of Convention No. 130 and of Recommendation No. 134.

Nevertheless, a decision as to the ratification of Convention No. 130 has been postponed since the social security system is being revised.

URUGUAY

The instruments adopted by the Conference at its 48th to 51st Sessions, together with those adopted at its 53rd Session, were submitted to the General Assembly on 19 March and 14 May 1970.

ZAMBIA

The instruments adopted by the Conference at its 53rd Session were submitted to the National Assembly on 11 December 1970. Thorough examination is necessary before proposals can be made concerning these instruments.

COMMUNICATION OF COPIES OF INFORMATION TO THE
REPRESENTATIVE ORGANISATIONS

(Article 23, Paragraph 2, of the Constitution)

The Governments of the following countries have indicated the employers' and workers' organisations to which copies of the information has been communicated: Argentina, Belgium, Central African Republic, Cyprus, Greece, Guyana, India, Iraq, Ireland, Israel, Jamaica, Japan, Mali, Malta, New Zealand, Norway, Sweden, Uganda, Uruguay, Zambia.

The Government of Bulgaria has stated that a copy of the information has been communicated to the Central Council of Trade Unions.

The Governments of Byelorussia and the USSR have stated that a copy of the information has been communicated to the Central Council of Trade Unions and to the managements of industrial undertakings.

The Government of Czechoslovakia has stated that a copy of the information has been communicated to the Central Council of Trade Unions and to the Czechoslovak Chamber of Commerce.

The Government of the Federal Republic of Germany has stated that a copy of the information has been communicated to the leading employers' and workers' organisations.

The Governments of Mauritania and the Syrian Arab Republic have stated that copies of the information will be communicated to the representative employers' and workers' organisations indicating their names.

The Government of Rumania has stated that the instruments adopted at the 53rd Session of the Conference have been brought to the attention of the Central Council of Trade Unions.

Price: 1 Sw. fr.; £0.10 (2s.); \$US 0.25

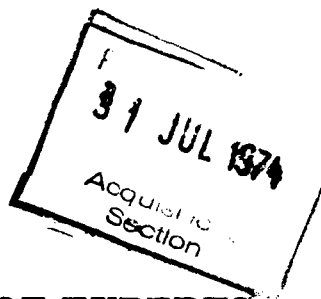
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REPORT III
(PART 4 A)

International Labour Conference

FIFTY-SIXTH SESSION
GENEVA, 1971

Third Item on the Agenda



**REPORT OF THE COMMITTEE OF EXPERTS
ON THE APPLICATION OF CONVENTIONS
AND RECOMMENDATIONS**

VOLUME A

**General Report and Observations
concerning Particular Countries**



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REPORT III
(PART 4 A)

International Labour Conference

FIFTY-SIXTH SESSION
GENEVA, 1971

Third Item on the Agenda

**Information and Reports on the Application
of Conventions and Recommendations**

**REPORT OF THE COMMITTEE OF EXPERTS
ON THE APPLICATION OF CONVENTIONS
AND RECOMMENDATIONS**

(Articles 19, 22 and 35 of the Constitution)

VOLUME A

**General Report and Observations
concerning Particular Countries**

INTERNATIONAL LABOUR OFFICE
GENEVA 1971

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¹ The roman numerals and the letters refer to sections of Part Two of this report and the arabic numerals to the numbers of the Convention.

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PART ONE

GENERAL REPORT

GENERAL REPORT

I. Introduction

1. The Committee of Experts, appointed by the Governing Body of the International Labour Office to examine the information and reports submitted under articles 19, 22 and 35 of the Constitution by States Members of the International Labour Organisation on the action taken with regard to Conventions and Recommendations, held its 41st Session in Geneva from 15 to 26 March 1971. The Committee has the honour to present its report to the Governing Body.

2. Since the Committee's last session a number of changes have occurred in its composition. First of all the Committee learned with deep regret of the decision of Sir Ramaswami MUDALIAR (India) to relinquish membership of the Committee for reasons of health. The Committee wishes to place on record the great debt it owes to Sir Ramaswami for the service he has rendered as its Chairman over the past ten years. Long before he became a member of the Committee, in 1959, he had already gained a high reputation for a lifetime of public service, for the part he had played in the creation of the United Nations, and for his devotion to its cause. The dignity and wisdom with which Sir Ramaswami presided over the Committee's deliberations enabled it to remain true to its tradition in the performance of its ever-expanding task. In giving expression to their feelings of profound esteem and gratitude on this occasion, all the members of the Committee were conscious of the sense of personal loss occasioned by the resignation of such an eminent colleague.

3. The Committee also noted with regret that Mr. Choucri CARDAHI (Lebanon) and Mr. Archibald Cox (United States) had tendered their resignation, for personal and professional reasons; the members were unanimous in expressing their appreciation of the valuable services which these former colleagues had rendered to the Committee, services rendered over a period of thirteen years in the case of Mr. Cardahi. In order to fill these vacancies the Governing Body has appointed Mr. Boutros BOUTROS-GHALI (United Arab Republic) and Mr. Earl WARREN (United States). The Committee was pleased to welcome Mr. Boutros-Ghali at its present session, and regretted that, because of previous commitments and the very recent date of his appointment to the Committee, Mr. Warren was unable to take part in the present session.

4. The composition of the Committee is now as follows:

Sir Grantley ADAMS, C.M.G., Q.C. (Barbados),

former Prime Minister of the West Indies; delegate to the United Nations General Assembly, 1948;

The Right Honourable Sir Adetokunbo ADEMOLA, K.B.E., C.F.R., P.C. (Nigeria),
Chief Justice of Nigeria;

Mr. Günther BEITZKE (Federal Republic of Germany),

Professor of Civil Law and of Private International Law at the University of Bonn;

Director of the Institute of Private International Law and Comparative Law at the University of Bonn;

Mr. Boutros BOUTROS-GHALI (United Arab Republic),

Professor of the Faculty of Economics and Political Science of the University of Cairo; Director of the Department of Political Science; former Associate Professor of the Faculty of Law and Economics of Paris;

Mr. E. GARCÍA SAYÁN (Peru),

former Professor of Civil Law and Political Economy at the Universities of Lima; former Minister of Foreign Affairs; Member of the Advisory Council on Foreign Affairs; Chief Delegate to the Third Session of the United Nations General Assembly (Paris, 1948); President of the Peruvian Red Cross Society;

Mr. Arnold GUBINSKI (Poland),

Doctor of Laws; Professor of Law at the University of Warsaw;

Begum Raána Liaquat Ali KHAN (Pakistan),

former Ambassador to Italy and to Tunisia; former Ambassador to the Netherlands; former Professor of Economics at the Indrapastha College, Delhi; former delegate to the United Nations General Assembly; former Member of the Syndicate and the Senate of the Karachi University Executive Committee, and of the Managing Body of the Pakistan Red Cross Society; Honorary Member, International Montessori Association; first recipient of the International Gimbel Award for services to humanity (1961-62);

Mr. H. S. KIRKALDY (United Kingdom),

Barrister; Fellow and Formerly Vice-President of Queens' College in the University of Cambridge; Professor Emeritus of Industrial Relations in the University of Cambridge; member of the United Kingdom delegation to the sessions of the International Labour Conference, 1929-44;

Mr. L. A. LUNZ (USSR),

Scientist Emeritus of the RSFSR; Doctor of Juridical Sciences; Professor of Civil Law and Private International Law at the All-Union Research Institute of Soviet Law in Moscow; Professor of Private International Law at Moscow University; Member of the Foreign Trade Arbitration Commission at the USSR Chamber of Commerce;

Mr. Jean MORELLET (France),

Honorary Councillor of State; Member of the High Court of Arbitration of Collective Labour Disputes;

Mr. E. RAZAFINDRALAMBO (Malagasy Republic),

Chief Justice of Madagascar; Arbitrator of the International Centre for the Settlement of Investment Disputes (IBRD) and of the International Civil Aviation Organization; Professor of Law at the University of Tananarive;

Mr. Paul RUEGGER (Switzerland),

Ambassador; former Minister in Rome and London; President of the International Committee of the Red Cross, 1948-55; Member of the Permanent Court of Arbitration; Member of the Institute of International Law; Member of the Curatorium of the Academy of International Law;

Mr. Isidoro RUIZ MORENO (Argentina),

Professor of Public International Law at the University of Buenos Aires; Member of the Permanent Court of Arbitration; Member of the National Academy of Law and of the Academy of Sciences; former Adviser to the Ministry of Foreign Affairs;

Mr. Arnaldo Lopes SUSSEKIND (Brazil),

Judge of the Supreme Labour Court; former principal law officer of the Labour Courts Law Office; former President of the Permanent Commission on Labour Law; former

Minister of Labour and Social Welfare; Member of the Brazilian delegation to nine sessions of the International Labour Conference, 1951-65;

Mr. Joseph J. M. van der VEN (Netherlands),

Professor of Labour Law, of the Sociology of Law and of the Philosophy of Law at the University of Utrecht; former Dean of the Law Faculty; former Rector of the University; former President of the Social Insurance Council of the Netherlands;

Mr. Joza VILFAN (Yugoslavia),

Member of the Permanent Court of Arbitration; former Attorney-General of Yugoslavia; former Head of the Yugoslav Mission to the United Nations; former Ambassador to India;

Mr. Earl WARREN (United States),

former Chief Justice of the United States;

Mr. Kisaburo YOKOTA (Japan),

former Chief Justice, Supreme Court of Japan; Member of the Japan Academy; Member of the Permanent Court of Arbitration; Member of the Institute of International Law; former Professor of International Law and Dean of the Law Department, Tokyo University; former President of the Japanese Institute of International Law; former Member of the International Law Commission of the United Nations.

5. The Committee regretted that Sir Grantley ADAMS, Mr. LUNZ and Mr. van der VEN were prevented for reasons of health from taking part in its work.

6. The Committee elected Mr. GARCÍA SAYÁN as Chairman and Mr. RAZA-FINDRALAMBO as Reporter of the Committee.

II. Fundamental Principles, Mandate and Methods of Work of the Committee

7. The Committee reaffirms once more its adherence to the fundamental principles of impartiality and objectivity which have guided its work ever since its establishment more than forty years ago. The importance attached to impartiality and objectivity on the part of the Committee finds its reflection in the composition of the Committee itself, consisting as it does of persons of independent standing, selected in their personal capacity and drawn from all parts of the world. The methods of work and procedures which the Committee follows within the framework of the terms of reference set by the Governing Body, have enabled it to discharge its functions in complete independence as regards all member States. The Committee will continue to work in this spirit.

8. In 1969 the Committee had deemed it useful to indicate in its report the current methods and procedures relating to its work, as they had emerged over the years. It hoped thereby to provide a tangible indication of the manner in which the Committee had always endeavoured to combine a desire for maximum efficiency with strict adherence to its terms of reference. In 1970 the Committee was pleased to note that its initiative had been welcomed by the Conference Committee on the Application of Conventions and Recommendations. At the same time the Committee indicated its intention to include from time to time in future reports such an outline of its methods and procedures of work. The Committee considers that this is an appropriate moment to restate these methods and procedures in some detail.

Terms of Reference:

- (a) In pursuance of its terms of reference as revised by the Governing Body at its 103rd Session (Geneva, 1947), the Committee is called upon "to examine:
 - (i) the annual reports under article 22 of the Constitution on the measures taken by Members to give effect to the provisions of Conventions to which they are parties, and the information furnished by Members concerning the results of inspection;
 - (ii) the information and reports concerning Conventions and Recommendations communicated by Members in accordance with article 19 of the Constitution;
 - (iii) information and reports on the measures taken by Members in accordance with article 35 of the Constitution."

Composition of the Committee:

- (b) The members of the Committee are appointed by the Governing Body in their personal capacity, on the proposal of the Director-General, for a period of three years. Their term of office is renewable for successive periods of three years. They are chosen as persons of independent standing, completely impartial and on the ground of their technical competence. They are drawn from all parts of the world so as to possess first-hand experience of different legal, economic and social systems.

Fundamental Principles:

- (c) The Committee's fundamental principles, as voiced on a number of occasions, call for impartiality and objectivity in pointing out the extent to which it appears that the position in each State is in conformity with the terms of the Conventions and the obligations which that State has undertaken by virtue of the Constitution of the ILO. The members of the Committee must accomplish their task in complete independence as regards all member States.

Organisation of the Work of the Committee:

- (d) The Committee holds its annual session at a date and for a period determined by the Governing Body.
- (e) At the opening sitting, the Committee elects its Chairman and Reporter for the session.
- (f) The sittings of the Committee are held in private. Its documents and deliberations are confidential.
- (g) The United Nations is invited to designate a representative to attend the sessions of the Committee.
- (h) When the Committee deals with instruments or matters falling within the sphere of competence of other specialised agencies of the United Nations family, representatives of these agencies are invited to participate in the sittings of the Committee.
- (i) The Committee assigns to each of its members the initial responsibility for a group of Conventions or for a given subject. Reports and information received by the Office in sufficient time are circulated to the members concerned in advance of the session. Each member of the Committee responsible for a group of Conventions or for a given subject submits to the whole Committee prelimi-

nary findings, in the form of draft observations or direct requests on the instruments or subject concerned.

- (j) The Committee appoints small working parties to deal with questions of principle or of special complexity. This is the case, in particular, as regards the comprehensive surveys of reports, under articles 19 and 22 of the Constitution, on certain subjects selected by the Governing Body. These working parties generally meet for a few days before the Committee session. Having regard to the nature and extent of all the work involved they sometimes also meet during the session. Apart from this, certain questions may arise during the Committee sessions which it is deemed appropriate to refer to a specially appointed working party. The working parties are composed so as to include members with a knowledge of different legal, economic and social systems. Their findings are subsequently submitted to the whole Committee.
- (k) The documentation available to the Committee includes the information supplied by governments in their reports or in the Conference Committee on the Application of Conventions and Recommendations, the texts of legislation, collective agreements or court decisions directly relevant to the implementation of standards, the information on the results of inspections furnished by States Members, comments made by employers' and workers' organisations, conclusions of other ILO bodies (such as commissions of inquiry and the Freedom of Association Committee of the Governing Body), the results of technical co-operation, etc.
- (l) The Committee asks the Office to prepare, in the case of first reports received from governments after ratification of a Convention, a comparative analysis of the position in the country concerned, for consideration by the member of the Committee responsible for the Convention. The Committee also asks the Office, upon receipt of a report, to ascertain whether it takes account of previous observations or direct requests by the Committee or the Conference Committee; if not, the Office is requested, without entering into the substance of the matter, to draw the government's attention to the need for a reply.
- (m) The findings of the Committee take the form of observations, comments and surveys included in its report or of requests communicated directly to governments by the Director-General on behalf of the Committee.
- (n) Although the conclusions of the Committee have represented traditionally unanimous agreement amongst all its members, decisions can be taken by a majority. In such a case it is the established practice of the Committee to include in its report also the opinion of the dissenting members, if they so request.
- (o) The report of the Committee is submitted to the Governing Body, and it is published as Report III (Part 4) to the next General Session of the Conference.
- (p) A special element in the working methods of the Committee consists in the establishment of direct contacts with governments encountering special difficulties in applying ratified Conventions. The initiation of such contacts on an experimental basis was approved by the Conference in 1968 on the basis of proposals made by the Committee of Experts and subsequently considered by the Conference Committee. During the course of these contacts, which can take place only with the approval of the governments concerned, the supervisory bodies suspend their examination of the case for a reasonable period so as to be able to take account of the outcome of these contacts.

Secretariat of the Committee:

- (q) It is a necessity for the work of the Committee that it have at its disposal a qualified secretariat. This is placed at its disposal by the Director-General of the ILO.

* * *

9. The present report is based essentially on the examination and evaluation by the Committee of the following: (a) reports from governments on ratified Conventions under articles 22 and 35 of the Constitution (see paragraphs 37 to 57 below); (b) information from governments communicated under article 19, paragraphs 5, 6 and 7, of the Constitution on the measures taken by them to bring certain Conventions and Recommendations before the competent authorities for the enactment of legislation or other action (see paragraphs 58 to 74 below); and (c) reports from governments under article 19, paragraphs 5, 6 and 7, of the Constitution on the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, which were selected by the Governing Body for reporting in 1970 (see paragraphs 75 to 78 below). In addition the Committee took full account of the Report of the Conference Committee on the Application of Conventions and Recommendations, including, in particular, information on the implementation of Conventions supplied by governments to the said Committee.

III. General

New Obligations Undertaken by Member States

10. By the end of 1970 the number of ratifications of Conventions had reached a total of 3,695. This includes the 130 new ratifications by twenty-six States registered during the year. On the other hand, the Committee noted that there had also been three denunciations of Conventions since it last met, two of which relate to the Plantations Convention, 1958 (No. 110).

11. No new declarations rendering Conventions applicable to non-metropolitan territories were made during the year. The number of such declarations continued to fall, with the progressive accession to independence of such territories (Fiji in 1970), and the total at the end of 1970 for the forty-seven remaining territories stood at 977 declarations without modification and 114 declarations with modifications. These figures may be compared with eighty-five territories ten years ago, in respect of which 1,114 declarations without modification and 203 declarations with modifications had been made. Whereas ten years ago the average number of declarations was sixteen per territory, the present average is twenty-two.

New Conventions and Recommendations

12. A number of new instruments were adopted during 1970 by the International Labour Conference, bringing the total to 134 Conventions and 142 Recommendations. At its regular session in June 1970 the Conference adopted a Convention and Recommendation on minimum wage fixing, a Convention on holidays with pay and a Recommendation—dealt with in greater detail in paragraphs 24 to 26

below—on special youth schemes¹; at its maritime session, in October 1970, the Conference adopted two further Conventions relating, respectively, to the accommodation of crews and the prevention of accidents, and six Recommendations relating to the welfare, and conditions of work and of life of seafarers.²

Special Procedures

13. A number of developments have occurred during the past year in regard to three cases recently examined under special constitutional or other procedures.

14. First of all the Commission of Inquiry, appointed by the Governing Body in March 1969 to examine the complaints made by a number of Workers' delegates to the 52nd Session of the Conference concerning the observance by Greece of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), which have been ratified by that country, submitted its final report to the Governing Body at its 181st Session (November 1970). The Governing Body took note of this report, in which the Commission had concluded that a number of measures taken by the Government constituted an infringement of these Conventions, and made several recommendations addressed to the Greek Government. One of these invited the Government to indicate regularly, in its article 22 reports on these two ratified Conventions, the action taken during the period covered by the reports to give effect to the recommendations of the Commission of Inquiry. These recommendations have been accepted by the Government. In accordance with its usual practice, the Committee had suspended its consideration of this case during the proceedings before the Commission of Inquiry. It will now resume examination of the case taking into account the conclusions and recommendations of the Commission of Inquiry (see below, in Part Two of this Report, section IB).

15. Secondly, as regards the representation made under article 24 of the ILO Constitution by the General Confederation of Italian Agriculture concerning the application by Italy of Article 4, paragraph 3, of the Employment Service Convention, 1948, the Committee noted that this case was now being examined by a Governing Body committee appointed for this purpose. As already decided in 1970, it has adjourned its consideration of the application of the Convention in Italy until a decision has been reached on the representation.

16. Thirdly, the Committee noted that an exchange of views had again taken place in the Governing Body, in November 1970, regarding the Report of the Study Group on the Labour and Trade Union Situation in Spain. The Committee noted in particular that it should be in a position to review the situation, when, in accordance with the normal procedure, it carries out its next general survey on freedom of association on the basis of reports to be supplied in 1972 under articles 19 and 22 of the Constitution.

¹ Minimum Wage Fixing Convention, 1970 (No. 131); Holidays with Pay Convention (Revised), 1970 (No. 132); Minimum Wage Fixing Recommendation, 1970 (No. 135); Special Youth Schemes Recommendation, 1970 (No. 136).

² Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133); Prevention of Accidents (Seafarers) Convention, 1970 (No. 134); Vocational Training (Seafarers) Recommendation, 1970 (No. 137); Seafarers' Welfare Recommendation, 1970 (No. 138); Employment of Seafarers (Technical Development) Recommendation, 1970 (No. 139); Crew Accommodation (Air Conditioning) Recommendation, 1970 (No. 140); Crew Accommodation (Noise Control) Recommendation, 1970 (No. 141); Prevention of Accidents (Seafarers) Recommendation, 1970 (No. 142).

Procedure of Direct Contacts with Governments

17. It will be recalled that the procedure of direct contacts, initiated in 1969, takes the form of comprehensive discussion between a representative of the Director-General and a government, initiated by the government concerned, for the purpose of overcoming doubts and difficulties encountered in the application of ratified Conventions (see above, paragraph 8 (*p*)).

18. Since the Committee last met in March 1970, both the Conference and the Governing Body have been informed of, and have welcomed, the first positive results of this procedure following contacts with the Governments of Argentina and Venezuela. The Committee fully agrees with the view expressed at the Conference that the procedure should be continued on a regular basis and should be further developed.

19. Five other Governments advised the Director-General of the ILO of their wish to resort to the new procedure of direct contacts, with regard to the following Conventions: Portugal, Convention No. 105; Yugoslavia, Convention No. 22; Uruguay, Conventions Nos. 15, 58, 59, 60, 67, 77 and 78; Peru, Conventions Nos. 4, 8, 27, 41, 68, 69, 77, 78, 79 and 90; Pakistan, Convention No. 96.

20. As regards Portugal, the Committee recalled that the Government had requested in 1969 the initiation of direct contacts with regard to the comments made by the Committee of Experts and by the Conference Committee concerning the recommendations made in 1962 by the Commission of Inquiry set up pursuant to article 26 of the ILO Constitution to examine the observance by Portugal of the Abolition of Forced Labour Convention, 1957 (No. 105). It noted that since the supervisory organs had attached considerable importance to the question, and had directed their comments less to the position in law than to the situation in fact, the Director-General decided to entrust responsibility for these contacts to an independent person, namely Mr. Pierre Juvigny (France), Councillor of State and member (and former chairman) of the United Nations Subcommission on Prevention of Discrimination and Protection of Minorities. In May 1970 the special representative of the Director-General, accompanied by an ILO official, went to Lisbon, where he had initial talks with the responsible authorities, and in October 1970 he visited Angola and Mozambique, on the invitation of the Government, in order to obtain first-hand information on the questions which had been the subject of comments by the Committee of Experts and the Conference Committee. The Committee's comments on these direct contacts will be found in its observation on Portugal, Convention No. 105 (Part Two of this Report, section IB).

21. As regards Yugoslavia, the Committee was informed that the direct contacts were to take place in May of this year.

22. Finally the Committee noted that, because of financial difficulties, the contacts with Peru, Uruguay and Pakistan have had to be postponed and it expressed the hope that they would take place in the near future. In accordance with its usual practice, the Committee decided to adjourn its consideration of the application of the above-mentioned Conventions (see paragraph 19 above) in Pakistan, Peru, Uruguay and Yugoslavia until these direct contacts have taken place.

Seminars on National and International Labour Standards

23. At previous sessions the Committee had welcomed the practice of organising regional seminars for the purpose of familiarising national labour administration

officials with the obligations of States Members and the procedures of the ILO relating to Conventions and Recommendations. The Committee noted with regret that it had been impossible—because of financial difficulties—to hold the session planned for 1970 for French-speaking countries in Africa. This series of annual sessions has clearly contributed to a better understanding by governments of the ILO's standards and procedures, and the Committee hopes that it will soon prove possible to hold them again on a regular basis.

Special Youth Schemes Recommendation, 1970 (No. 136)

24. One of the instruments adopted by the Conference at its 54th Session is of particular significance for the Committee's work: the Special Youth Schemes Recommendation, 1970 (No. 136). This question was placed on the agenda of the Conference as a result of an Office research programme on the relationship between the requirements of economic and social development and the application of the Conventions relating to forced labour, which had been undertaken following a suggestion made by the Committee in its general survey of forced labour in 1962 and the discussion of that survey by the Conference. When the Committee learned in 1966 that consideration by the Conference of this question was contemplated, it decided provisionally to defer further comment on certain compulsory national services in individual observations and requests on the application of the forced labour Conventions until the results of the Conference deliberations became available.

25. The new Recommendation applies to "special schemes designed to enable young persons to take part in activities directed to the economic and social development of their country and to acquire education, skills and experience facilitating their subsequent economic activity on a lasting basis and promoting their participation in society". The Recommendation—which seeks to provide guidance concerning the objectives, methods and safeguards of such special schemes—emphasises that they should have an interim character to meet current and pressing economic and social needs, and should not duplicate or prejudice other measures of economic policy or the development of regular educational or vocational training programmes nor be regarded as an alternative to these measures and these regular programmes. One of the questions dealt with in the Recommendation is the basis for participation in special youth schemes. Paragraph 7 (1) provides: "Participation in special schemes should be voluntary; exceptions may be permitted only by legislative action and where there is full compliance with the terms of existing international labour Conventions on forced labour and employment policy". Paragraph 7 (2) stated that "schemes in respect of which exceptions may be so permitted may include (a) schemes of education and training involving obligatory enrolment of unemployed young people within a definite period after the age limit of regular school attendance; (b) schemes for young people who have previously accepted an obligation to serve for a definite period as a condition of being enabled to acquire education or technical qualifications of special value to the community for development". It seems appropriate to note that the two examples mentioned in paragraph 7 (2) of cases where exceptions may be permitted to the principle of voluntary participation reflect certain comments made by the Committee in its general survey of forced labour in 1968. It pointed out there that a distinction was to be made between compulsory schemes of vocational training (which by analogy with and considered as an extension of compulsory general education, did not constitute compulsory work or service within the meaning of the forced labour Conventions) and schemes involving the imposition of forced or compulsory labour within the scope of those Conventions (paragraphs 26 and 137

of the general survey). The Committee likewise recognised it as conceivable that, at a certain stage in a country's development, when special facilities for advanced study and training are made available to a small minority at considerable cost to the community, a certain period of service to that community should be required in return (paragraph 138 of the general survey). The provisions of paragraph 7 of the Special Youth Schemes Recommendation appear to give more precise definition to these ideas.

26. Following adoption of the new Recommendation, and in the light of the clarification which the Conference deliberations has provided concerning the relationship between certain compulsory schemes and the forced labour Conventions, it will be necessary for the Committee to resume its consideration of relevant national legislation and practice in countries bound by these Conventions. It therefore expresses the hope that the governments of all countries bound by either the Forced Labour Convention, 1930, or the Abolition of Forced Labour Convention, 1957, in which there exist schemes involving the compulsory participation of young persons in activities directed to economic and social development, will supply full information in their next reports on these Conventions on the law and practice relating to such schemes, together with such explanations as they may deem appropriate concerning the compatibility of these schemes with the provisions of the Conventions concerned, and will indicate any measures which may have been taken or which may be contemplated in relation to these schemes to ensure the full observance of the Conventions in question.

Collaboration with Other International Organisations

27. The Committee noted that the ILO continued to collaborate actively with other international organisations as regards matters relating to the supervision of instruments adopted under their auspices. Thus in accordance with the usual practice, copies of article 22 reports on the Indigenous and Tribal Populations Convention, 1957 (No. 107), had been sent for comment to the United Nations, FAO, UNESCO and WHO, and reports on the Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117), had been sent to the United Nations, FAO and UNESCO. Due account was taken of these comments by the Committee when examining the situation in the countries concerned. Collaboration with these organisations was also ensured, through the attendance of a representative of the WHO when the Indigenous and Tribal Populations Convention, 1957, was discussed and of a representative of UNESCO when matters relating to the application of the Discrimination (Employment and Occupation) Convention and Recommendation, 1958 (Nos. 111), were considered.

28. As regards the Council of Europe, and more particularly as regards the European Social Charter, the Committee learned with interest that ILO representatives had again taken part in meetings of the Committee of Independent Experts on this Charter, in October 1970 and March 1971. This participation of the ILO in the work of the Committee of Independent Experts is in conformity with article 26 of the Charter, and is designed to promote a maximum uniformity in the approach taken by the supervisory bodies of the two organisations in respect of provisions dealing with identical or similar matters.

29. As regards the European Code of Social Security and its supplementary Protocol, the Committee noted that, in accordance with the arrangements made under article 74, paragraph 4, of the Code, the reports from four countries (Luxem-

bourg, Norway, Sweden and the United Kingdom) had been communicated to the ILO by the Secretary-General of the Council of Europe. These reports were duly examined by the Committee, and its conclusions are being transmitted to the Secretary-General of the Council of Europe for communication to the Committee of Experts on Social Security of the Council of Europe. The Committee also noted that the conclusions which it had reached in 1970 in respect of the reports from two governments on the above-mentioned Code had been examined in April 1970 by the same Committee of Experts on Social Security at a meeting in which ILO representatives participated; that the conclusions of the aforesaid Committee, which corresponded to those of the ILO Committee of Experts, had been communicated to the Committee of Ministers of the Council of Europe; and that the latter invited the governments concerned to supply supplementary information on doubtful points and to take steps to give effect to those provisions of the Code and of the Protocol, which both the ILO Committee of Experts and the Council of Europe's Committee of Experts considered were not yet complied with.

International Year for Action to Combat Racism and Racial Discrimination

30. In accordance with a decision of the General Assembly of the United Nations, 1971 has been proclaimed as "International Year for Action to Combat Racism and Racial Discrimination"; the Committee associated itself with this commemoration when it drew up its general survey on the effect given to the ILO's standards concerning the elimination of discrimination in employment and occupation (see below, paragraphs 75 to 78 and Volume B of the present report). The Committee deemed it appropriate to place special emphasis on this question in its general survey (paragraph 2) by expressing the hope that this survey may help to provoke thought as to the degree of action required to make equality of opportunity and treatment a reality for persons of all races and of all origins in the field of employment.

Comments by Employers' and Workers' Organisations

31. The Committee has always stressed the importance, as a highly useful source of information, of comments made by representative organisations of workers and employers on the application of Conventions in their countries. It has also drawn attention to the opportunity afforded to national organisations to communicate, in accordance with the report forms adopted by the Governing Body, to their governments and to the supervisory bodies of the ILO their observations on difficulties encountered in their countries in giving effect to ratified Conventions. The Committee must, however, note that this year again the number of such comments was relatively small. The matters dealt with related to the following cases: Austria (Convention No. 100); Canada (Convention No. 122); Cyprus (Convention No. 111); France (Guadeloupe, Réunion) (Convention No. 99); Ireland (Conventions Nos. 87 and 98); Italy (Convention No. 81); Japan (Conventions Nos. 87 and 98); Switzerland (Convention No. 111); Viet-Nam (Convention No. 26).

32. Having regard to the perusal by employers' and workers' organisations of the copies of their governments' reports, the Committee learned with interest of the practice adopted in one country (Mexico): in order to enable the organisations concerned to understand clearly the information provided by the government to the ILO, the government sends them the relevant report forms. Resort to this practice in other countries might well facilitate the task of the representative organ-

isations since the report forms adopted by the Governing Body not only contain the text of the Conventions but also a series of questions regarding their application.

33. The Committee noted that the Conference Committee had discussed at some length, in 1970, the contribution which could and should be made by employers' and workers' organisations to adapting national legislation and practice to the pertinent international labour standards. It welcomed the measures already taken with a view to promoting collaboration with these organisations, including the study course held just before the Conference in June 1970 to inform the Workers' delegates about the part their organisations could play in the various phases of the supervisory procedures; the preparation of an explanatory paper on the Role of Workers' Organisations in the Implementation of ILO Conventions and Recommendations, which at the request of the Workers' group of the Conference was despatched to national and international trade union centres; and preliminary plans for a number of other promotional measures designed to arouse the interest of the organisations in question.

34. The Committee feels that measures along these lines will help to make employers' and workers' organisations more fully aware of the part they can play in the implementation of ratified Conventions in their respective countries and thus contribute to a clearer understanding of the position and to the better implementation of the instruments involved.

Measures relating to Recommendations

35. The Committee noted that both the Conference Committee and the Governing Body Committee on Standing Orders and the Application of Conventions and Recommendations had concerned themselves with the possibility of making greater use of Recommendations, particularly as regards those which were adopted at the same time and on the same subject as Conventions and were designed to supplement these Conventions and to set out the methods by which they could be applied. It notes that consideration is being given by the Governing Body Committee to a proposal that the text of these supplementary Recommendations might be appended to the forms respecting reports due on the corresponding Conventions under article 22 of the ILO Constitution, in cases where the Recommendations contain indications as to the methods by which the Conventions which they supplement might be applied, and where their addition to the report forms would contribute to a better understanding of the standards laid down in the corresponding Conventions and facilitate their implementation.

Recording of Precedents and Practice

36. In 1969 the Committee had referred to the growing body of practice resulting from its past findings in respect of the implementation of Conventions. The Committee once again stressed the importance which it attaches to this accumulation of experience as a basis for the performance of its task of supervision. It expressed the hope that work on the recording of these precedents and practice would continue to be given proper consideration by the Office.

IV. Supply of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution)

Reports Requested and Received

37. By far the greater part of the Committee's work is based on the reports¹ supplied by governments on Conventions which have been ratified by member States and on those which have been declared applicable to non-metropolitan territories.

38. Since 1960 detailed reports are normally requested at two-yearly intervals, in accordance with a procedure approved by the Governing Body and the Conference. Under this two-yearly reporting procedure, Conventions are divided into two groups in respect of which detailed reports are requested every other year. This year the reports before the Committee related to fifty-seven Conventions² and covered the period from 1 July 1968 to 30 June 1970. By way of exception to this two-yearly procedure, detailed reports were also requested, in accordance with the Governing Body's decision, from certain governments on other Conventions, either because the first report was due after ratification or because serious problems had previously been noted in the application of the Convention, or again because reports due for the previous period had not been received or did not contain the information requested.

39. In accordance with the above procedure, 1,898 reports (or nearly twice as many reports as in 1960) were requested from governments on the application of ratified Conventions in member States (article 22 of the Constitution). At the end of the present session of the Committee 1,463 reports, or 77 per cent of those requested, had been received by the Office. A table showing the reports received and those which are overdue, classified by country and by Convention, is given in Part Two (section I, Appendix I) of the present report. There is also set out in Part Two (section I, Appendix II) a table showing, for each year since 1933 in which the Committee has met, the number and percentage of reports which were received by the prescribed date, by the date of the meeting of the Committee and by the date of the session of the International Labour Conference.

40. In addition, 491 reports were requested on Conventions which have been declared applicable with or without modification to non-metropolitan territories (articles 22 and 35 of the Constitution). Of these, 417 reports, or 85 per cent, had been received by the end of the present session. A further 696 reports were requested on Conventions ratified by the member States but not declared applicable to the non-metropolitan territories; of these 555 or 80 per cent were received. A list of the reports received and those which are overdue, classified by territory and by Convention, may be found in Part Two of this report (section II, Appendix).

41. Apart from the above-mentioned reports, governments also supplied general reports on the Conventions for which detailed reports were not due for the period,

¹ ILO: *Summary of Reports on Ratified Conventions* Report III (Part 1), to the 56th Session of the International Labour Conference (Geneva, 1971).

² Conventions Nos. 1, 3, 5, 7, 8, 9, 11, 13, 14, 15, 20, 21, 26, 27, 28, 30, 32, 33, 35, 36, 37, 38, 39, 40, 43, 45, 47, 49, 50, 58, 59, 60, 62, 64, 67, 68, 84, 86, 87, 91, 97, 98, 99, 100, 102, 103, 106, 107, 108, 110, 111, 112, 119, 120, 122, 123, 128.

under review (Afghanistan, Australia, Belgium, Denmark, Federal Republic of Germany, India, Ireland, Malaysia, New Zealand, Sierra Leone, Sweden, Switzerland, United Kingdom). These general reports sometimes contained full information and thus enabled the Committee to take note of any changes in national legislation and practice without delay.

Compliance with Reporting Obligations

42. The great majority of the 120 governments from which reports were due on ratified Conventions have supplied all or most of the reports requested. The Committee deeply regrets, however, that once again a number of countries have not complied with their fundamental obligation to supply reports on ratified Conventions. Thus, none of the reports due has been received from the following nineteen countries: Albania ¹, Bolivia, Chad, Congo (Brazzaville), Ivory Coast, Laos, Lesotho, Lebanon, Libya, Mauritius, Nicaragua, Panama, Singapore, Somali Republic, Republic of South Africa ¹, Thailand, Trinidad and Tobago, Upper Volta, PDR of Yemen.

Supply of First Reports

43. In view of the special importance of the first reports which follow the ratification of Conventions, the examination of which constitutes the basis for the assessment of the situation in the country in question, the Committee can only regret that several first reports which were due have not been received. Such reports have been due from the following States since 1969: Guinea (Convention No. 121), Paraguay (Conventions Nos. 11, 29, 81, 115, 119, 120, 124), Sierra Leone (Convention No. 126); or since 1968: Guinea (Convention No. 94), Lesotho (Conventions Nos. 14, 98). The Committee urgently requests the governments concerned to do everything in their power to supply these reports so that they can be examined at its next session.

Replies to Committee's Comments

44. The procedure for the examination of reports can only function satisfactorily if governments not only supply the detailed reports requested but also reply fully to the Committee's observations and requests. In this connection the Committee once again underlines the importance of governments taking carefully into account in preparing their reports the report forms adopted by the Governing Body of the ILO.

45. As regards more particularly those cases where the Committee's earlier comments call for a reply from the government, the process of supervision is seriously jeopardised when the reports due are not supplied. The same situation arises when a report is supplied but does not contain a reply to previous comments. In this connection the Committee recalls that the International Labour Office, in its capacity as the Secretariat of the Committee, is responsible for ascertaining upon receipt of governments' reports whether these reports take account of the previous comments of the Committee and, if they do not, for writing immediately to the governments concerned requesting them to supply the necessary information without delay in order to enable the Committee to fulfil its task. Under this procedure the International

¹ See also General Observations—Part Two (section 1A).

Labour Office communicated with thirty-three governments; in some cases these letters of reminder are of very recent date, but thirteen governments have already sent the information requested.

46. As a result of the above-mentioned omissions, the Committee has in some cases received no reply to the majority or even the totality of the observations or requests relating to Conventions on which reports were requested this year. A total of twenty-two governments has thus failed, in a significant number of cases, to reply to the Committee's comments.¹

47. In view of this failure to supply the reports requested, or the replies to its comments, the Committee can only repeat once again the observations or requests that it has made previously on the Conventions in question. As the failure of the governments concerned to fulfil their obligations is bound to impede the task of both the Committee of Experts and the Conference Committee, the Committee cannot emphasise too strongly the special importance attaching to the supply of reports and of replies to previous comments when, as in the cases listed above, the application of ratified Conventions has given rise to problems. The value of such replies to direct requests may not always be immediately apparent from the Committee's report; yet all the information thus available is carefully examined and weighed and the Committee wishes to express its appreciation to the many governments which, often at the cost of considerable effort, supply additional particulars in response to the Committee's requests.

Late Reports

48. Finally, the Committee has noted that in all too many cases the reports continue to arrive after the prescribed date. It must once again insist on the importance of sending reports within the established time limit, that is to say by 15 October, in order to ensure the normal functioning of the supervision procedure, having regard to the time needed for possible translations and the examination of reports, legislation, etc. The Committee strongly urges governments to do all they can in the future to supply the reports due by the date indicated.

49. The communication of reports in due time is particularly important in cases requiring detailed examination by the Committee, as in the case of first reports or in cases of important divergences in the application of a Convention. The Committee has thus been compelled to defer to its next session the examination of certain reports, as their study could not be completed within the time available, with the necessary degree of care (just as, at its present session, it has had to examine a number of reports deferred from 1970).

¹ Bolivia (Conventions Nos. 5, 14, 26, 42, 87, 96, 107), Burma (Conventions Nos. 1, 17, 26, 52), Burundi (Conventions Nos. 4, 14, 50, 64, 89, 94), Chad (Conventions Nos. 5, 13, 29, 33, 87, 98, 100, 105, 111), Congo (Brazzaville) (Conventions Nos. 5, 13, 87, 119), Cuba (Conventions Nos. 11, 17, 27, 67, 81, 87, 98), Dominican Republic (Conventions Nos. 1, 29, 52, 79, 81, 87, 88, 90, 98, 105, 106, 119), Ecuador (Conventions Nos. 98, 100, 103, 105, 111), Gabon (Conventions Nos. 13, 19, 52, 87, 101), Guinea (Conventions Nos. 33, 45, 62, 105, 112, 119, 120, 122), Israel (Conventions Nos. 91, 100, 117, 118), Ivory Coast (Conventions Nos. 5, 11, 33), Lebanon (Conventions Nos. 14, 26, 90), Libya (Conventions Nos. 98, 100, 111), Nicaragua (Conventions Nos. 1, 3, 4, 5, 8, 9, 13, 17, 25, 26, 28, 29, 30, 87, 98, 100, 111), Panama (Conventions Nos. 3, 30, 45, 87, 98, 100, 111), Senegal (Conventions Nos. 13, 33, 102, 120, 122), Singapore (Conventions Nos. 5, 7, 8, 32, 50, 64, 86, 98), Somali Republic (Conventions Nos. 16, 22, 50, 64, 84, 95, 111), Tanzania (Conventions Nos. 29, 97, 98, 108), Turkey (Conventions Nos. 14, 15, 58, 81), Upper Volta (Conventions Nos. 13, 33, 87, 97, 111).

V. Examination of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution)

50. In examining the reports received on Conventions which have been ratified and those which have been declared applicable to non-metropolitan territories, the Committee followed its usual practice, as described in paragraph 8 (*i*) above.

Observations and Direct Requests

51. The Committee found, as regards the great majority of cases considered by it, that no comment was called for regarding the manner in which the obligations freely undertaken in respect of Conventions were complied with. In other cases, however, the Committee found it necessary to draw the attention of the governments concerned to the need to take further action to give effect to ratified Conventions or to supply additional information on given points. As in previous years, these comments have been drawn up either in the form of "direct requests" in cases where, for example, clarifications or additional information are required, where a relatively small divergence between the Convention and national law and practice exists, or where the divergences noted are of a complex or technical nature; and in the form of "observations" in cases where, for example, more important divergences have been found, or where a government has not taken the measures or supplied the information previously called for in direct requests, or—on the contrary—where a government has taken appropriate action to fulfil its obligations, in response to comments made by the Committee (see paragraph 53 below). In addition, in the case of observations which it deemed particularly important, the Committee has continued its usual practice of asking the government, in a footnote, to supply full particulars to the Conference at its next session in June 1971, or to report in detail for the period 1970-71.

52. The Committee's observations are set out in Part Two (sections I and II) of the present report, together with a list, under each Convention, of any direct requests. The direct requests themselves are not published but are communicated directly to the individual governments concerned.

Cases of Progress

53. In accordance with its established practice, the Committee has listed the cases in which it was able to express its satisfaction at measures taken by governments to make the necessary changes in their legislation or practice following earlier comments by the Committee. The relevant details concerning the countries in question (States and non-metropolitan territories) are to be found in Part Two of this report. The Committee is glad to note that the number of cases of this nature remains quite considerable, such measures having been taken in 37 countries (32 States Members and 5 non-metropolitan territories). The list of the 81 such instances is as follows:

Countries	Conventions Nos.
Algeria	19, 32
Argentina	81
Brazil	5, 81
Burundi	18, 42
Canada	1
Chile	24, 25
Congo (Kinshasa)	17
Czechoslovakia	35, 36, 37, 38, 39, 40

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Countries	Conventions Nos.
Denmark	5
Finland	62
Ghana	106, 120
Guatemala	111
Hungary	103
India	27
Iraq	1, 13, 14, 26, 29, 30, 58, 59, 81, 106
Luxembourg	59, 60, 77, 78
Malagasy Republic	29
Malawi	64
Malaysia	81
Mexico	8, 43, 49
Nicaragua	1, 3, 5, 8, 13, 30
Pakistan	87, 98, 106
Peru	24, 35, 36, 37, 38, 39, 40, 102
Poland	101
Portugal	4, 6, 89
Somali Republic (former British Somaliland)	50, 95
Spain	42, 103
Turkey	105
United Kingdom	87
Uruguay	103
Venezuela	11
Yugoslavia	3, 90, 103

Non-Metropolitan Territories

<i>Denmark</i>	
Faroe Islands	8
<i>Netherlands</i>	
Surinam	13
<i>United Kingdom</i>	
Gilbert and Ellice Islands	7
Jersey	10
Solomon Islands	94

54. The Committee is glad that it should once again have occasion to note a very substantial number of cases in which positive measures have been taken by governments with a view to ensuring the better application of ratified Conventions. As a result of these further cases, the total number over the past eight years of examination now exceeds the 600 mark, involving measures taken in over 100 countries. The Committee wishes to point out moreover that the above list is by no means exhaustive and does not cover the many "invisible" or less apparent cases of progress which can be directly attributed to the adoption of international labour standards and the various procedures designed to promote their application. No account is taken here, for example, of cases where legislative and other measures are taken as a result of a government's decision to ratify; where measures are taken in relation with the submission of instruments to the competent authority even if the instrument is not in fact ratified; or where steps taken with a view to giving effect to the minimum standards of a ratified Convention, and which ensure their application, act as a catalyst for further measures going beyond the requirements of the Convention (e.g. a labour inspection service, created originally with a view to implementing a Convention, is subsequently expanded and made into a much more efficient instrument; or a social security scheme, created for the same purpose, is improved so as to provide increased benefits).

Practical Application

55. The Committee's first task, in examining reports, is to ascertain the degree of conformity between national legislation and ratified Conventions. Neither the Committee of Experts nor the Conference Committee have, however, lost sight at any time of the importance of the effective application of Conventions in practice. Particularly in recent years, the Committee of Experts has attempted, on the basis of the means available for assessing the extent to which actual effect is given to Conventions, to obtain as much information as possible in this respect. The Committee has had to rely mainly, for this purpose, on the information which governments are asked to provide in their reports in reply to various questions included in the report forms adopted by the Governing Body. Depending on the nature of the individual instruments, the information requested related to such matters as relevant decisions by courts of law, the results of labour inspection, the number of workers protected, statistics of industrial accidents and occupational diseases, minimum wage rates, the amount of social security benefits granted, etc. The Committee has also taken into account information contained in the labour inspection reports communicated by governments to the ILO.

56. This year more than 40 per cent of the reports supplied on Conventions for which such particulars are specifically requested by the report forms did contain data of this nature. This proportion constitutes a sizeable improvement as compared with previous years and the Committee notes with particular appreciation the efforts made by the governments of the following countries to provide information in a large majority of their reports as to the manner in which Conventions are applied in practice: Argentina, Austria, Belgium, Czechoslovakia, Finland, France, Ireland, Israel, Italy, Malagasy Republic, Malta, New Zealand, Niger, Peru, Poland, Sierra Leone, Sweden, Tanzania, Tunisia, United Kingdom and Uruguay. As regards those countries which have failed to supply similar information in their reports, the Committee has raised the matter in direct requests in order to draw attention to the importance of replying as fully as possible to the various questions on practical application which appear in the report forms.

57. The Committee has also been able to note with interest the decisions of courts of law on questions of principle relating to the application of ratified Conventions to which certain countries referred in their reports. Some fifteen reports contained information of this kind, and threw additional light on the problems which have arisen in these cases in giving practical effect to the terms of the Conventions concerned.

VI. Submission of Conventions and Recommendations to the Competent Authorities (Article 19 of the Constitution)

58. In accordance with its terms of reference, the Committee this year examined the following information ¹ supplied by governments of member States, pursuant to article 19 of the Constitution of the International Labour Organisation:

¹ ILO: *Summary of Information on the Submission to the Competent Authorities of Conventions and Recommendations Adopted by the International Labour Conference*, Report III (Part 3) to the 56th Session of the International Labour Conference (Geneva, 1971).

- (a) information on action taken to submit to the competent authorities, within the constitutional time limits of twelve or eighteen months, the instruments adopted by the Conference at its 53rd Session (1969), namely: the Labour Inspection (Agriculture) Convention (No. 129) and Recommendation (No. 133), 1969; the Medical Care and Sickness Benefits Convention (No. 130) and Recommendation (No. 134), 1969;
- (b) additional information on action taken to submit to the competent authorities the instruments adopted by the Conference from its 31st (1948) to 52nd (1968) Sessions (Conventions Nos. 87 to 128 and Recommendations Nos. 83 to 132);
- (c) replies to the observations and direct requests made by the Committee at its 1970 Session.

53rd Session

59. The Committee has noted with interest that the Governments of the forty-seven member States listed below have stated that they have submitted to the competent authorities all the instruments adopted by the Conference at its 53rd Session: Argentina, Bulgaria, Burundi, Byelorussia, Central African Republic, Congo (Kinshasa), Costa Rica, Cuba, Cyprus, Czechoslovakia, France, Federal Republic of Germany, Ghana, Greece, Guinea, Guyana, India, Iraq, Ireland, Israel, Japan, Jordan, Khmer Republic, Kuwait, Luxembourg, Malawi, Malaysia, Mali, Malta, Mauritania, Morocco, New Zealand, Niger, Norway, Portugal, Rumania, Senegal, Sudan, Sweden, Switzerland, Tanzania, Ukraine, USSR, United Arab Republic, United Kingdom, Uruguay, Zambia.

60. The Governments of the following eight countries have indicated that they have submitted to the competent authorities some of the instruments adopted by the Conference at its 53rd Session: Brazil, China, Guatemala, Kenya, Mexico, Spain, Syrian Arab Republic, Tunisia.

61. In the majority of cases the procedure for submission to the competent authorities has been completed either within the normal time limit of twelve months or within the exceptional time limit of eighteen months, as required by article 19 of the Constitution of the International Labour Organisation.

31st to 52nd Sessions

62. The Committee has also noted with interest that since its last session eighteen countries (Austria, Belgium, Congo (Kinshasa), Cuba, Greece, Iran, Iraq, Malagasy Republic, Malawi, Malaysia, Mali, Niger, Rwanda, Sudan, Syrian Arab Republic, Tanzania, Tunisia, Uganda) have indicated that they have submitted to the competent authorities the Recommendation adopted at the 52nd Session of the Conference, bringing the total number of countries which have fulfilled this obligation in regard to the instrument in question to sixty-eight.

63. The Committee has further noted with satisfaction the appreciable progress made by certain countries in submitting to the competent authorities various instruments adopted by the Conference since its 31st Session, particularly in the following cases: Malagasy Republic (49th to 52nd Sessions), Sudan (48th to 52nd Sessions), Tanzania (47th to 52nd Sessions), Tunisia (50th to 52nd Sessions), United Arab Republic (instruments adopted at various sessions), Uruguay (48th to 51st Sessions).

64. The table in Appendix I to section III of Part Two of the Committee's report shows the position of each State Member, as it emerges from the information supplied by the governments, with regard to the obligation to submit to the competent authorities the Conventions and Recommendations adopted by the Conference.

Observations and Direct Requests

65. As it does every year, in section III of Part Two of this report, the Committee makes individual observations on the points which it considers should be brought to the special attention of governments. Requests with a view to obtaining supplementary information on other points have also been addressed directly to a number of countries which are listed at the end of the above-mentioned section III.

Replies from Governments to Comments Made by the Committee

66. The Committee wishes to emphasise once again that neither its own task nor that of the Conference Committee can be performed satisfactorily in the absence of replies from governments to the observations and direct requests addressed to them. The Committee notes with regret that, notwithstanding its repeated requests, a considerable number of governments have again failed to supply such replies. In this connection, the Committee recalls that since 1965 it has requested the International Labour Office to examine communications from governments immediately upon their receipt and, if necessary, to contact the governments concerned and request them to supply the required information and documents. The Committee trusts that governments will give particular attention to this question and that they will endeavour in future to take fully into account all the points raised by the Committee in its comments.

Difficulties and Progress

67. Last year, on the occasion of the twentieth anniversary of the date when the Committee was called upon for the first time to examine the information communicated by governments concerning the submission to the competent authorities of the instruments adopted by the Conference, the Committee presented a general review of the discharge of this obligation by member States. Among the aspects of the question which still seemed to give rise to difficulties, the Committee drew attention in particular to the problems relating to the nature of the competent authority, the extent of the obligation and the form of submission. The Committee is pleased to note from the information received from governments since then that some noticeable progress has been made in regard to these different points.

Nature of the Competent Authority

68. As concerns the nature of the competent authority, both the Committee and the Conference Committee have always emphasised, in particular, that the competent authority is the body vested with the power to legislate in the field covered by the instruments in question—i.e. normally the parliament—that the submission of instruments to parliament is likewise necessary where legislative power is shared with or delegated to the executive organ, and finally, that, in the case of instruments not requiring action in the form of legislation it would be desirable—to ensure that

the purpose of submission, which is also to bring Conventions and Recommendations to the knowledge of the public, is fully met—to submit these instruments also to the parliamentary body. In this connection, the Committee has noted with interest that, as a result of its comments, the Government of Singapore has stated that Conventions and Recommendations which were hitherto submitted to the Cabinet will henceforth be submitted to Parliament.

Extent of the Obligation

69. With regard to the related question of the extent of the obligation, which is closely connected with that of the nature of the competent authority, a few governments have differentiated until now between Conventions and Recommendations. Some consider that only Conventions have to be submitted to the legislative body as these alone are subject to ratification. Other governments submit to parliament only Conventions whose ratification they are contemplating, this being sometimes due to the fact that the national parliamentary procedure does not provide for the submission to the legislative body of instruments to which the government does not intend to adhere. The Committee deems it useful to recall in this connection that a clear distinction should be made between the ratification of Conventions, on the one hand, and the obligation to submit, on the other, which extends to all the instruments adopted by the Conference, Recommendations as well as Conventions, but in no way implies that it is necessary to propose the ratification of a Convention or to give effect to a Recommendation. Even though problems still subsist on this point, the Committee is glad to note that constant progress has been made in recent years. The Government of Brazil, for instance, has stated that Recommendations will henceforth be submitted to the national Congress, and the Committee has noted in this connection that the Recommendations adopted at the 53rd Session of the Conference have already been submitted to Congress. The Government of Tunisia, for its part, has indicated that both Conventions and Recommendations will in future be submitted to the National Assembly, and this has moreover already been done in the case of the instruments adopted at the most recent sessions of the Conference. The Committee expresses the hope that the difficulties of this kind will be overcome in the other countries where they still subsist.

Form of Submission—Communication of Documents

70. As concerns the form of submission, as stated in the Memorandum adopted by the Governing Body, it is essential that the submission of instruments to the competent authorities should be accompanied—or followed—by explicit proposals from the government as to the action to be taken on these instruments, it being clearly understood that governments have complete freedom as to the nature of such proposals. The Memorandum also provides, in this connection, for the communication to the International Labour Office of the texts or duplicate copies of the documents by means of which Conventions and Recommendations have been submitted, and of any proposals which may have been made, as well as the communication of information as to any decisions taken by the competent authorities. Here again the Committee is pleased to note that substantial progress has been made. Thus, as a result of the Committee's comments, a number of governments have supplied the information and documents requested. On the whole, the majority of governments now supply the information and documents relating to the sub-

mission of the instruments adopted by the Conference, as required by article 19, paragraphs 5 (c) and 6 (c), of the Constitution of the ILO, and as called for in the Memorandum adopted by the Governing Body. In addition, some twenty other countries have done so more or less regularly and completely when submitting instruments adopted at earlier sessions of the Conference. Some countries, however, have not supplied the relevant documents for a period of years. The following countries, in particular, have not supplied the documents relating to the submission of instruments adopted during at least the last ten sessions of the Conference under consideration (44th to 53rd): Bolivia, Bulgaria, Burma, Byelorussia, Hungary, Portugal, Ukraine, USSR. The Committee stresses once again the importance of the supply by governments of the information and documents in question, and trusts that governments which have not yet done so will make every effort to fulfil their obligation in this respect.

Communication of Copies of Information to Representative Organisations

71. The Committee further deems it useful to recall that under the terms of article 23, paragraph 2, of the Constitution of the ILO, governments are required to supply the representative employers' and workers' organisations with copies of the information communicated to the Director-General relating to the submission of Conventions and Recommendations to the competent authorities. The Committee must observe that many countries do not comply with this obligation or only do so intermittently. A recapitulative list based on the indications given by governments in this respect is to be found at the end of Report III (Part 3). While bearing in mind the existence of special procedures at the national level—such as the examination of instruments by tripartite bodies or publication in the trade union press—which may to some extent meet the purpose of the rule concerning the communication of information to the employers' and workers' organisations, the Committee hopes that all the governments concerned will take appropriate steps in future to fulfil their obligations in this respect.

Special Problems

72. Lastly, the Committee feels bound to express its serious concern at the situation in some countries. In these cases, either no action has been taken or no information has been supplied on the action taken to submit to the competent authorities the instruments adopted by the Conference over a number of sessions: 49th to 53rd Sessions (Ceylon, Nigeria, Yemen Arab Republic); 48th to 53rd Sessions (Laos); 47th to 53rd Sessions (Colombia); 46th to 53rd Sessions (Afghanistan, Honduras); 45th to 53rd Sessions (Dahomey, Somali Republic); for one country (Lebanon), all the instruments adopted since the 36th Session of the Conference are involved.

73. The Committee must therefore note with great regret that in the following cases no information has been supplied to indicate that any measures have been taken with a view to submitting to the competent authorities the Conventions and Recommendations adopted during at least the last seven sessions of the Conference under consideration (47th to 53rd): Afghanistan, Colombia, Dahomey, Honduras, Lebanon, Somali Republic.

* * *

74. The Committee trusts that all the governments concerned, and especially those of the above-mentioned countries, will take into account the comments made both in the preceding paragraphs and in its observations and direct requests, so as to ensure full compliance with their fundamental obligation under article 19 of the Constitution of the ILO.

VII. Reports Submitted by Governments on an Unratified Convention and on a Recommendation (Article 19 of the Constitution)

75. In accordance with a decision taken by the Governing Body, reports¹ were requested under article 19, paragraphs 5, 6 and 7, of the ILO Constitution for the period ending 31 December 1969 on the Discrimination (Employment and Occupation) Convention and Recommendation, 1958 (Nos. 111).

76. Out of a total of 172 reports requested, 122 have been received (i.e. 70 per cent). In addition, forty-one reports concerning non-metropolitan territories have been received. A table showing the reports supplied by the various governments is appended to Part Three of the present report (Volume B). The Committee regrets in this connection that for the past five years the following countries have not supplied any of the reports on unratified Conventions and on Recommendations requested under article 19 of the Constitution of the ILO: Burundi, Haiti, Iceland, Laos, Libya, Paraguay, Trinidad and Tobago.

77. Part Three of the present report (Volume B) contains the Committee's general survey of the matters covered by the instruments in question. As usual, the general survey takes account not only of reports supplied under article 19 of the Constitution, but also of those supplied under article 22 by countries which have ratified the Convention.

78. In accordance with the practice followed in previous years, this general survey was prepared on the basis of a preliminary examination by a working party comprising four members of the Committee chosen by it at its previous session.

* * *

79. The Committee would like to emphasise once again the important assistance rendered to the Committee by the officials of the ILO, whose competence and devotion to duty have once again earned the appreciation of the members of the Committee.

Geneva, 26 March 1971.

(Signed) E. GARCÍA SAYÁN,
Chairman.

E. RAZAFINDRALAMBO,
Reporter.

¹ ILO: *Summary of Reports on Unratified Conventions and on Recommendations*, Report III (Part 2) to the 56th Session of the International Labour Conference (Geneva, 1971).

PART TWO

OBSERVATIONS CONCERNING PARTICULAR COUNTRIES

OBSERVATIONS CONCERNING PARTICULAR COUNTRIES

I. Observations concerning Annual Reports on Ratified Conventions (Article 22 of the Constitution)

A. GENERAL OBSERVATIONS

Afghanistan

In its observation of 1970 the Committee noted the statement of a Government representative to the Conference Committee in 1969 that the draft Labour Law, which is intended to incorporate the provisions of Conventions ratified by Afghanistan and to draw upon the provisions of other instruments adopted by the ILO, had been submitted for approval to the Council of Ministers, and that it was hoped that it would be approved at an early date. The Committee notes with regret that once again the Government's reports do not mention any further progress made in the adoption of the law in question. It recalls that the Government has been referring to this draft ever since 1958, and must emphasise once again that in the absence of appropriate legislative provisions, effect is not given to Conventions Nos. 4, 13, 14, 41, 45, 95 and 106, in respect of various points raised by the Committee in its observations relating to these Conventions. It trusts that the draft Labour Law will be adopted in the very near future and will ensure the full application of the Conventions in question.

The Committee further notes that the reports once again do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. The Committee trusts that future reports will indicate whether this has been done.

Albania

The Committee notes with regret that the reports due have not been received. It must recall once again that under article 1, paragraph 5, of the Constitution of the ILO, States continue to be bound, even after their withdrawal from the Organisation, to ensure the observance of ratified Conventions for the period provided for in such Conventions and to report on their application.

Bolivia

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Botswana

In 1968 the Republic of Botswana had stated that it would continue to co-operate with the International Labour Organisation and, as far as circumstances permit,

continue to apply international labour standards established by the Organisation. The Committee therefore notes with appreciation that the Government was good enough to supply reports on the application of twelve Conventions.

Burma

The Committee notes with regret that most of the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of all ratified Conventions.

The Committee further regrets to note that for the fifth year in succession the reports received do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. The Committee trusts that future reports will indicate whether this has been done.

Burundi

The Committee notes with regret that only one of the fourteen reports due has been received. Since during the last three years the reports have only been received two or three months after the end of its meeting, the Committee trusts that in future the Government will not fail to discharge on time its fundamental obligation to report on all ratified Conventions.

Central African Republic

The Committee notes with regret that most of the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of all ratified Conventions.

Chad

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Congo (Brazzaville)

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Dominican Republic

The Committee notes with regret that most of the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of all ratified Conventions.

The Committee further notes that for a number of years the Government has been stating in its reports on certain Conventions (Nos. 1, 52, 79, 87, 90, 98, and 111), and in statements made to the Conference Committee, that a revision of the Labour Code was in course of preparation and that this revision would take due account of the outstanding comments of the Committee of Experts. The Committee trusts that the revised Labour Code will be adopted in the near future and will give full effect to the ratified Conventions.

Ethiopia

The Committee notes that for the second year in succession the reports do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. The Committee hopes that future reports will indicate whether this has been done.

Gabon

The Committee notes with regret that once again most of the reports due, including two first reports (Conventions Nos. 123 and 124), have not been received. It recalls that, according to the assurances given by the Government representative to the Conference Committee in 1970, the Government intended to make every effort to fulfil its obligations. The Committee accordingly trusts that the Government will in future discharge on time its obligation to report on the application of all ratified Conventions.

Guyana

The Committee notes that the reports do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. The Committee hopes that future reports will indicate whether this has been done.

Haiti

The Committee notes that the reports do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. It hopes that future reports will indicate whether this has been done.

Ivory Coast

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Jordan

The Committee notes with regret that for the third year in succession the reports do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. The Committee trusts that future reports will indicate whether this has been done.

Lebanon

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Lesotho

The Committee notes with regret that the reports due, including two first reports (Conventions Nos. 14 and 98, on which reports have now been due for three years),

have not been received. The Committee must express its concern in this respect and trusts that in future the reports on the application of ratified Conventions will be duly supplied.

Libya

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Mauritania

In 1970 the Committee noted with interest the direct contacts which took place with regard to Conventions Nos. 3, 18, 33, 52, 81, 87 and 94. On that occasion, the Committee also noted that the Government was considering the introduction of a series of amendments to the national legislation with a view to bringing it into conformity with the provisions of these Conventions.

The Committee notes from the information communicated by the Government to the Conference in 1970 that the delay in the adoption of these amendments was due to the expiry of the mandates of the advisory bodies which had to be consulted (the National Labour Council and the Technical Committee of Hygiene and Safety), the renewal of which was in progress.

The Committee trusts that the Government will undertake these consultations as soon as the mandates of the aforesaid bodies have been renewed, so that the necessary amendments can be made to adapt the national legislation to the above-mentioned Conventions.

Mauritius

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Republic of Nauru

The Committee expresses its appreciation for the report for the period 1968-70, supplied pursuant to the Government's decision to continue to comply with the terms of the Conventions which had been accepted on behalf of Nauru before its accession to independence in 1968 and to report on their application.

Nicaragua

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Panama

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Paraguay

The Committee notes with regret that most of the reports due, including nine first reports (Conventions Nos. 11, 29, 81, 115, 119, 120 and 124, on which reports

have been due for the past two years, and Conventions Nos. 105 and 123), have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of all ratified Conventions, and to supply in particular the aforesaid first reports.

The Committee further notes that the reports received do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. It hopes that future reports will indicate whether this has been done.

Peru

The Committee notes with interest that the Government has formally requested the initiation of direct contacts with the ILO, for the purpose of bringing its legislation into closer conformity with ten Conventions ratified by Peru (Conventions Nos. 4, 8, 27, 41, 68, 69, 77, 78, 79 and 90).

The Committee hopes that such direct contacts will take place as soon as possible and will produce the desired results.

Rwanda

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Senegal

The Committee notes with regret that most of the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of all ratified Conventions.

Singapore

The Committee notes with regret that the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Somali Republic

The Committee notes with regret that for the second year in succession the reports due have not been received. It trusts that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Republic of South Africa

The Committee notes with regret that the reports due have not been received. It must recall once again that under article 1, paragraph 5, of the Constitution of the ILO, States continue to be bound, even after their withdrawal from the Organisation, to ensure the observance of ratified Conventions for the period provided for in such Conventions and to report on their application.

Sudan

The Committee notes that the reports do not indicate whether copies thereof have been communicated to the representative organisations of employers and

workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. It hopes that future reports will indicate whether this has been done.

Tanzania

The Committee notes with regret that once again the reports do not contain any information in respect of Zanzibar. In view of the fact that the most recent information relating to Zanzibar appeared in the reports covering the period 1963-64 (received in 1965) and that observations and direct requests have thus had to be made repeatedly over a number of years concerning the application of certain Conventions, the Committee trusts that the Government will take all possible steps to ensure the discharge of its obligation to report on the application of ratified Conventions throughout the entire territory of Tanzania.

Thailand

The Committee notes with regret that the reports due, including a first report (Convention No. 123), have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Togo

The Committee notes that for the second year in succession the reports received do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. It hopes that future reports will indicate whether this has been done.

Trinidad and Tobago

The Committee notes with regret that for the second year in succession the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Turkey

The Committee notes with regret that once again most of the reports due, including a first report (Convention No. 115), have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of all ratified Conventions.

Ukraine

The Committee notes that for the second year in succession the reports received do not indicate whether copies thereof have been communicated to the representative organisations of employers and workers, in accordance with article 23, paragraph 2, of the Constitution of the ILO. It hopes that future reports will indicate whether this has been done.

USSR

In reply to the Committee's observation of 1970 regarding the non-availability of the Labour Codes of most of the Republics of the Union, the Government informed the Conference Committee that the Labour Code of the RSFSR is applied in the Kazakh, Lithuanian, Latvian, Kirghiz and Estonian Republics, and that the

Labour Code of the Ukrainian Republic is applied in the Moldavian Republic. The Government also indicated that the Labour Code of 1922 of the Transcaucasian Republic is in force in the Azerbaidjan, Armenian and Georgian Republics, that Codes based on the Labour Code of the RSFSR are in force in the Tajik and Uzbek Republics and that "the above-mentioned Labour Codes of these five Union Republics are in the process of revision".

The Committee takes due note of this information. It recalls that the only Labour Codes at its disposal are those of the Russian, Byelorussian, Ukrainian and Turkmen Republics. It was informed on the other hand that Fundamental Principles Governing the Labour Legislation of the USSR and the Union Republics were adopted on 15 July 1970 and that in pursuance of Decree No. 523-VIII of 30 November 1970 the legislation of the Union Republics is to be brought into conformity with these Fundamental Principles.

The Committee trusts that the new Labour Codes of the Union Republics, to which the Government has been referring since 1961, will be transmitted upon adoption and that pending such action the Government will indicate by virtue of what legislative provisions the Labour Codes of the RSFSR, the Ukrainian Republic and the Transcaucasian Republic are applied in the various other Republics listed above.

Upper Volta

The Committee notes with regret that the reports due, including three first reports (Conventions Nos. 3, 17 and 19), have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

Uruguay

The Committee notes with interest that the Government has formally requested the initiation of direct contacts with the ILO, for the purpose of bringing its legislation into closer conformity with seven Conventions (Nos. 15, 58, 59, 60, 67, 77 and 78) ratified by Uruguay.

The Committee hopes that such direct contacts will take place as soon as possible and will produce the desired results.

People's Democratic Republic of Yemen

The Committee notes with regret that for the second year in succession the reports due have not been received. It hopes that the Government will not fail in future to discharge its obligation to report on the application of ratified Conventions.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Burundi, Byelorussia, Cameroon, Central African Republic, China, Cuba, Dahomey, Ecuador, El Salvador, France, Gabon, Guatemala, Haiti, Honduras, Hungary, Iran, Iraq, Laos, Nicaragua, Pakistan, Paraguay, Peru, USSR, United Arab Republic.*

B. INDIVIDUAL OBSERVATIONS

Convention No. 1: Hours of Work (Industry), 1919

Canada (ratification: 1935)

Further to its earlier comments, the Committee notes with satisfaction from the Government's report that (a) in Manitoba the amendment of 1 January 1971 of the Employment Standards Act reduces the standard hours for men from 48 to 44 in a week; (b) in New Brunswick standard hours have been reduced to 44 in a week in construction work done under provincial government contracts; (c) in Newfoundland the issuing of industrial standards schedules under the Industrial Standards Act establishes a working week of 45 standard hours or less in certain sectors of the construction industry; and (d) in Quebec orders governing forest operations and the woodworking industries were revised, reducing standard working hours to 48 in a week.

Chile (ratification: 1925)

In previous direct requests, the Committee has pointed out certain divergencies between the national legislation and the Convention. The Government indicated in its report for 1964-66 that a revision of the Labour Code was planned. The Committee notes that no further action appears to have been taken in this regard. It hopes that the Government will in the near future bring national legislation into conformity with the Convention by eliminating the following discrepancies:

1. Section 25 of the Labour Code contains an exception which is not provided for in the Convention regarding persons doing work which by its nature cannot be comprised in a working day of fixed duration.

2. Section 28 of the Labour Code provides that two hours' overtime may be worked daily throughout the year, there being no other time limit. In accordance with Article 6, paragraphs 1 (b) and 2, of the Convention, such overtime should be permitted only as a temporary exception in order to deal with exceptional cases of pressure of work, the maximum of additional hours to be fixed in each instance. Moreover, the employers' and workers' organisations concerned should be consulted with respect to the above-mentioned measures.

Dominican Republic (ratification: 1953)

The Committee once again notes with regret that the Government's report has provided no new information in response to its previous observations. It trusts either that the revision of the Labour Code, referred to by the Government in its previous reports, will be approved very shortly or that new legislation will be introduced so that full effect will be given to the provisions of the Convention, with particular reference to the following points:

Article 4 of the Convention. The weekly average of 56 working hours laid down in this Article can apply only to "processes which are required by reason of the nature of the process to be carried on continuously by a succession of shifts". In this respect the Committee recalls that section 148 of the Code, which permits an extension of one working hour per day in the case of shift workers employed in undertakings operating without interruption, is not in conformity with the Convention.

Article 6, paragraph 2. Since the Government has not yet transmitted any text on this subject, the Committee must once again urge that appropriate measures be taken in the very near future—after consultation with the employers' and workers' organisations concerned—for the purpose of fixing the maximum additional hours which may be authorised, in conformity with the Convention.¹

Haiti (ratification: 1952)

Article 1 of the Convention. Further to its previous observations, the Committee notes with regret that pending the development of a programme of industrialisation the Government does not contemplate amending section 104 of the Labour Code, which currently excludes certain undertakings from the scope of the hours of work provisions (notably land transport, which is covered by Convention No. 1, chemists' shops, hairdressers and certain grocery shops, which are covered by Convention No. 30). The Committee recalls that in the Government's report for 1963-64 the need to amend section 104 of the Code had been recognised.

Article 6. The Committee again points out that section 100 of the Labour Code, which allows up to twenty extra hours to be worked per week, does not constitute an adequate safeguard, and that an additional limit must be fixed. The Committee once more recalls that Article 6, paragraph 2, of Convention No. 1 requires regulations to be made by the public authority—after consultation with the organisations of employers and workers concerned—to fix the maximum additional hours which may be authorised in each instance, while Article 7, paragraph 3, and Article 8 of Convention No. 30 require that this maximum shall be fixed per day in the case of permanent exceptions, and per day and per year in the case of temporary exceptions, the same procedure being followed.

The Committee trusts the Government will reconsider the position and make every effort to take the appropriate steps in the very near future.²

Iraq (ratification: 1965)

Further to its previous comments, the Committee notes with satisfaction the adoption of the Labour Law, No. 151 of 1970, by which certain discrepancies between national legislation and Articles 1, 2 and 6 of the Convention have been eliminated.

Certain other matters relating to the new Labour Law are dealt with in a direct request.

Nicaragua (ratification: 1934)

Further to its previous observation, the Committee notes with satisfaction the promulgation on 14 April 1969 of certain amendments to the Labour Code, modifying section 56 of the Code so as to bring it into conformity with Article 3 of the Convention, and expanding section 15 of the Code so as to ensure that every employer shall: (i) give notice of hours of work and rest intervals by posting notices; and (ii) keep a register of all additional hours worked, in conformity with Article 8 of the Convention. However, the Committee, whilst regretting that no report has been received for examination at its present session, continues to hope that the Government will take all appropriate measures to secure the adoption in the very near future of legis-

¹ The Government is asked to report in detail for the period ending 30 June 1971.

² The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

lative provisions giving full effect to the Convention in respect of the following previously raised points:

Article 1 of the Convention. The Committee continues to hope that section 169 of the Labour Code, which authorises a working week of up to 60 hours for workers in land transport undertakings, except urban transport, will be amended so as to extend to this category of workers the benefit of the 48-hour week prescribed by the Code.

Article 6. The Committee also reiterates the hope that appropriate measures will be adopted (after consultations with the employers' and workers' organisations concerned) with a view to determining the circumstances and conditions in which overtime may be worked as well as the maximum number of additional hours that may be authorised in accordance with Article 6, paragraph 1 (b) and paragraph 2 of Convention No. 1 and Article 7, paragraph 2 (c) and (d) and paragraphs 3 and 4 of Convention No. 30.

Peru (ratification: 1945)

Further to its previous comments, the Committee notes the information supplied by the Government. It asks the Government to indicate the measures contemplated to implement Articles 3, 4, 5 and 6 (time worked in excess of normal hours) of the Convention and continues to hope either that the draft Labour Code will be adopted in the near future or that legislation will be introduced that will give full effect to the Convention.¹

Portugal (ratification: 1928)

Further to its previous comments, the Committee notes with interest draft legislative decree No. 5/X that would repeal Decree No. 22,500 of 10 May 1933 and Legislative Decree No. 24,402 of 24 August 1934 and bring national legislation into greater conformity with the Convention.

However, the Committee wishes to point out that section 16 (2) (c) of the draft legislative decree would appear to allow the working of overtime in situations not contemplated by Articles 3, 4 and 6 of the Convention. It would also appear that section 10 of the draft legislative decree would permit the exemption of workers from the normal limits on working hours in a manner not envisaged by the provisions of the Convention and, in particular, Article 6 which restricts possible permanent exceptions to the normal hours of work to preparatory, complementary or intermittent work. Furthermore, section 11 of the draft legislative decree, permitting collective agreements to exempt categories of workers specified therein from the normal limits on working hours, should conform with Article 5 of the Convention and thus be restricted to exceptional cases only.

The Committee hopes that the Government will be able to modify the draft legislative decree taking into account the above comments, that its next report will indicate the adoption of legislation in full conformity with the Convention and that it will provide complete information on the application of the Convention in the Overseas Provinces following the entry into force of the new provisions.

Rumania (ratification: 1921)

Article 6, paragraph 2, of the Convention. Further to its previous comments, the Committee notes with interest that section 57 of the present Labour Code has not

¹ The Government is asked to supply full particulars to the Conference at its 56th Session, and to report in detail for the period ending 30 June 1971.

been included in the draft text for the new revised Code. As the Committee has pointed out, section 57 is not in conformity with this provision of the Convention in that it provides that the Council of Ministers may authorise the maximum additional hours, as laid down in the same section, to be exceeded.

The Committee trusts that the Government will provide information on any progress made with a view to adopting the new Labour Code.

Spain (ratification: 1929)

Further to its previous comments, the Committee notes the Government's assurance that in the drafting of the text of the General Labour Bill full account will be taken of the provisions of the Convention. The Committee recalls that certain sections of the Act of 9 September 1931 are not in conformity with the Convention. Thus section 4 (2) of the Act of 1931 which authorises overtime solely because of shortage of manpower is not compatible with Articles 3 and 6 (1) (b) of the Convention; sections 11 and 97 (a) of the Act of 1931, which do not restrict the cases in which overtime may be worked, are contrary to Article 6 (1) of the Convention; and section 38 of the Act of 1931 which provides in certain cases for the payment of overtime at the regular rate conflicts with Article 6 (2) of the Convention which requires the rate of pay for overtime to be not less than one-and-a-quarter times the regular rate.

The Committee trusts that the General Labour Bill referred to by the Government since 1958 will soon be adopted and bring national legislation into full conformity with the Convention.

Venezuela (ratification: 1935)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation:

Article 2 of the Convention. The Committee takes due note of the information supplied regarding the matter of defining the status of persons employed in a confidential capacity, from which it appears in particular that this status must depend on the nature of the work done and not merely on a family relationship that may exist between the worker and his employer.

The Committee hopes therefore that there is no obstacle to the repeal of article 56 of the Labour Regulations (so that exclusion may be permitted only of establishments in which members of the same family only are employed) and that the Government will take the necessary measures in the very near future, as indicated in its report for the period 1965-66.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Belgium, Burma, Canada, Chile, Colombia, Greece, India, Iraq, Kuwait, Pakistan, Paraguay, Syrian Arab Republic, United Arab Republic.*

Convention No. 2: Unemployment, 1919

Ecuador (ratification: 1962)

Further to its previous observation and requests, the Committee must note that for the fourth year in succession no report has been received. However, it learned with interest from the information supplied by the Government to the Conference Committee in 1970 that some progress has been made towards the application of the

Convention. It hopes that the Government will not fail to supply a report next year and will include the following information:

Article 2, paragraph 1, of the Convention. (a) Please give particulars of the existing employment service network and describe any measures taken or contemplated to extend its operation throughout the country. (b) Please indicate any progress made towards the establishment of advisory committees, and in particular state whether the Bill referred to in the Conference Committee in 1970 by a government representative has been enacted. If so, please supply the text thereof.

Article 2, paragraph 2. Please describe the progress made in co-ordinating the operations of the free employment agencies run by trade unions—referred to in the Conference Committee in 1970—with those of the public employment service.

Uruguay (ratification: 1933)

Article 2 of the Convention. The Committee notes with regret from the Government's report that, while specialised labour exchanges exist for a number of occupations, there is still no system of free public employment agencies under the control of a central authority, that the activities of the national manpower and employment service in the field of placement appear to be limited to the administration and supervision of one specialised labour exchange and one specialised register of workers, and that the other specialised labour exchanges either come under the control of other ministries or bodies or do not appear to be subject to any central control.

The Committee notes on the other hand that the financial estimates approved recently by Parliament include estimates for the future needs of the employment service on the basis of an intensive degree of activity. The Committee therefore trusts that steps will now be taken to give effect to this Convention, which was ratified thirty-eight years ago.¹

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Uruguay, Venezuela.*

Convention No. 3: Maternity Protection, 1919

Algeria (ratification: 1962)

The Committee notes the information supplied by the Government in reply to some of its previous comments, and wishes to draw attention to the following points:

I. Article 3 (a), (b) and (c) of the Convention:

(1) (Cash benefits in relation to the duration of maternity leave.) The Committee had pointed out to the Government that the provisions of the national legislation (section 29 (amended) of Decision No. 49-045, and section 11 of the Order of 26 October 1959)—according to which maternity benefit is paid only for a maximum period of eight weeks, and provided that the medical adviser or midwife prescribes rest—are not in conformity with the Convention, which provides that a woman shall have

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

a right *regardless of her state of health* to twelve weeks' maternity leave with benefits, and provides further for the possibility of extending this leave and the payment of benefits if the confinement occurs later than the presumed date, as a result of a mistake of the medical adviser or midwife in estimating the date of confinement. In its report, the Government states that the current state of the national economy prevents consideration being given to the grant of twelve weeks' leave, but if the health of the woman should make this necessary, the attending doctor may order an extension of the leave within the framework of the health insurance scheme, as well as of the relevant benefits.

Since the rates of sickness benefit and of maternity benefit payable under the national legislation are the same, the Committee hopes that the Government will be able to give full effect to these fundamental provisions of the Convention, and requests it to indicate any steps taken towards that end in its next report.

(2) (Medical benefit.) With regard to the participation of beneficiaries in the cost of medical benefit, provided for by national legislation, and in particular by the Order of 26 October 1959, the Committee notes the Government's statement that when confinement takes place—as is most often the case—in an approved or affiliated public hospital, the insured person's share is limited to 20 per cent of the subsistence expenses of the mother and child, medical and pharmaceutical costs being met in full by the sickness insurance fund concerned, which reimburses them as a “lump-sum maternity benefit”. The Committee requests the Government to indicate whether the amount of this “lump-sum benefit”, as it appears in section 10, subsection 1, of the aforementioned Order, has been reviewed since 1959, and if not, whether in practice it is still sufficient to cover all the costs incurred, bearing in mind moreover that under the provisions of the legislation referred to the insured person must also defray 20 per cent of the costs of the delivery room.

(3) (Qualifying period.) The Government states that women who have not completed the qualifying period required for entitlement to maternity benefit may be granted certain allowances under the sickness insurance scheme in case of pathological pregnancy or confinement. In view of the fact that there is no provision for a qualifying period in the Convention, which provides that benefits must be provided either by means of a system of insurance or out of public funds (for example under a public assistance scheme) in all cases of pregnancy and confinement, whether pathological or not, the Committee requests the Government to give particulars of the way in which effect is given to the Convention in this respect.

II. The Committee also hopes that in its next report the Government will not fail to supply the information which has been requested from it for a number of years concerning the action that has been taken to give full effect to the Convention with respect to certain points relating to Article 3 (*d*) and Article 4 of the Convention, which are the subject of a new direct request.

Bulgaria (ratification: 1933)

Further to its previous observations and requests concerning the application of Article 3 (*a*) (compulsory character of postnatal leave) and Article 3 (*c*) (grant of maternity benefits to women who do not complete the qualifying period required by the legislation) of the Convention, the Committee notes the Government's statement that efforts will be made to ensure that the new Labour Code at present in preparation will contain provisions in harmony with those of the Convention on these points.

The Committee trusts that the draft new Labour Code will be adopted in the very near future, and that it will give full effect to the Convention in this respect.

Chile (ratification: 1925)

Article 4 of the Convention (prohibition of dismissal during absence on maternity leave). The Committee notes with interest that pursuant to the provisions of the new Act No. 17301 of 22 April 1970, the prohibition of the dismissal of a woman worker on grounds other than those listed in section 2 of Act No. 16455 of 1966 now extends throughout the period of pregnancy and until one year after the expiry of the maternity leave. The Committee also notes the statement of a Government representative to the Conference Committee in 1969, that although the national legislation authorises the dismissal of a woman worker for certain just causes, these causes could not arise during the 12 weeks of absence from work on maternity leave, and consequently, dismissal could not take place during that period.

Nevertheless, since some of these causes—such as *force majeure* or fortuitous contingencies—may be invoked in the absence of the worker, whereas others—such as lack of probity, serious acts or omissions, or material damage caused intentionally to plant—relate to acts which may be discovered after the worker has started her leave, the Committee requests the Government to give particulars of the manner in which the aforesaid section of this Act is applied in practice, particularly in cases when a woman worker might be dismissed during her absence on maternity leave for one of these causes, and after authorisation has been obtained from the competent judge.

Colombia (ratification: 1933)

Further to its previous observations and requests, the Committee notes with regret that the draft amendment to the Labour Code to which the Government has been referring in its reports for several years, and which is to bring the national legislation into conformity with Article 3 (a) (b) (maternity leave of twelve weeks) and Article 3 (c) (payment of maternity benefit when the prenatal leave is extended as a result of a mistake by the physician or midwife in estimating the date of confinement) of the Convention, has not yet been adopted.

The Committee notes moreover that Decree No. 3135 of 1968 providing for the inclusion of public employees and official workers in the official security scheme also diverges from the provisions of the Convention in certain respects, including in particular the aforesaid points (these divergences are detailed in a request addressed directly to the Government).

The Committee trusts that the Government will take the necessary action in the very near future to bring the national legislation into full conformity with the Convention, which was ratified 38 years ago, and will indicate the progress made towards this end.

As regards the extension of the social security scheme, including the maternity insurance, to members of the employer's family, the Committee notes that the Government intends to accelerate the adoption by Congress of the Bill to amend Act No. 90 of 1946; it hopes that this Bill will be adopted shortly and further that the Government will not fail to indicate the progress made in extending the scheme to other categories of workers, so as to cover the whole of the national territory.¹

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Federal Republic of Germany (ratification: 1927)

Article 4 of the Convention (prohibition of dismissal). In reply to the Committee's earlier observations on section 9 of the Maternity Protection Act in its 1965 wording (which authorises dismissal during pregnancy and maternity in certain exceptional cases), the Government states that if the instructions addressed by the Federal Minister of Labour and Social Affairs in a circular of 26 July 1968 to the Ministers of Labour of the Länder (by which these Ministers were instructed to respect the aforesaid provision of the Convention, so that dismissal in the cases covered by the legislation should not take effect during the absence of a woman on maternity leave) should prove insufficient, a corresponding amendment could be made in the law on the occasion of any future revision of the Maternity Protection Act on other counts.

The Committee notes this statement and hopes that in its future reports the Government will not fail to indicate any changes that might occur in this field. In the meantime, it requests the Government to supply all available information on the application of the aforesaid circular in practice.

Greece (ratification: 1920)

Further to its previous requests, the Committee notes with interest the new and numerous extensions of the Social Security Scheme referred to by the Government in its report. The Committee hopes that this scheme will soon cover the whole of the national territory, and that the next report will give details of further progress made in this respect.

Article 3 (c) of the Convention (payment of maternity benefit in case of prolongation of leave before confinement, as a result of a mistake in estimating the date of confinement). The Committee notes the information supplied by the Government in reply to its previous comments; it has taken note of the amendments made to the internal regulations of certain insurance funds (some of which had already been referred to in the previous report) in order to give effect to the Convention on this point, and again hopes that it will be possible in the near future to make a similar amendment to the internal regulations of the Social Insurance Institute.

Mauritania (ratification: 1963)

See under General Observations.

Nicaragua (ratification: 1934)

Further to its previous observations concerning the final clause of Article 3 (c) of the Convention, the Committee notes with satisfaction the information supplied by the Government to the Conference in 1969 that Decree No. 39 of 14 April 1969 amending the Labour Code has added to section 129 of the Code a provision to the effect that, if confinement takes place after the presumed date as a result of a mistake in estimation by the physician or midwife, the maternity leave and indemnity are extended until the actual date of confinement, without any reduction in the compulsory leave following confinement.

The Committee notes, however, that the Government has not submitted a report, and that it consequently does not have information on the action taken or contemplated in order to give effect also to the other provisions of the Convention on which it had previously commented, namely, Article 3 (d) (grant of two half-hour

breaks daily for nursing), and Article 4 (prohibition of dismissal during maternity leave).

The Committee hopes that the Government will not fail to give details in its next report of the progress made towards the adoption of measures in these fields, as well as in extending the social security scheme to cover the whole of the national territory and all the categories of workers covered by the Convention, so that the employer should no longer be directly liable for the cost of maternity benefits, as is at present the case.

Venezuela (ratification: 1944)

The Committee would be glad if the Government would indicate in its next report any measures which may have been taken under section 96 of the Social Insurance Act of 1966 (*Ley del Seguro social*) in order to extend the maternity insurance scheme to the whole of the national territory, and to cover all the categories of workers to which the Convention applies.

Yugoslavia (ratification: 1927)

Article 1 of the Convention (in relation to Article 3). See under Convention No. 103.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Argentina, Chile, Colombia, Hungary, Panama, Venezuela, Yugoslavia.*

Convention No. 4: Night Work (Women), 1919

Afghanistan (ratification: 1939)

For a number of years the Committee has drawn attention to the need for legislative measures to give effect to Conventions Nos. 4, 41 and 45 (regarding the employment of women at night and underground) and Conventions Nos. 14 and 106 (relating to weekly rest in industry and in commerce and offices). The Government stated to the Conference Committee in 1970 and in its report for the period 1969-70 that complete application is ensured by the country's religious standards and social customs and that "as a formality" provisions corresponding to those of the aforementioned Conventions are included in the present Labour Law and in the new Labour Law which will come into force in the near future.

Recalling the Government's assurances over several years regarding the early adoption of the necessary legislative measures, the Committee trusts that the new Labour Law will contain provisions in conformity with the above-mentioned Conventions.¹

Central African Republic (ratification: 1960)

For several years the Committee has drawn attention in direct requests to the fact that the exception to the prohibition of night work by women authorised by section 3, subsection 2, of General Order No. 3759 of 25 November 1964 when "by reason of particularly cogent economic conditions the general interest so requires"

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

is not provided for by the terms of the Convention. The Government stated its intention to repeal section 3 (2) in 1965, but indicated in 1968 that it did not find it opportune to do so and that such suspensions were authorised in section 11, subsection 3, of the draft Labour Code.

The Committee must therefore again point out that the suspension provided for in the General Order of 1964 and in the draft Labour Code is not envisaged by Convention No. 4 and is not, as suggested by the Government, in conformity with Article 3 of the Convention. As the exception allowed under the above section of the draft Labour Code would, however, be compatible with Article 5 of the revised Convention No. 89, the Government may wish to consider ratifying Convention No. 89 (which contains more flexible provisions than Conventions Nos. 4 and 41) and denouncing Convention No. 4.

The Committee trusts that the Government will take early action along the lines indicated above, to achieve conformity between the national legislation and one or the other of the Conventions concerned.

Nicaragua (ratification: 1934)

The Committee regrets that the Government has not supplied a report in reply to its previous observation in which it drew attention to the absence of any provision in national legislation prohibiting night work by women. It notes, however, the statement made by a government representative to the Conference Committee in 1970 that the problems concerning Convention No. 4 were under examination with a view to bringing the legislation into conformity with the Convention. The Committee trusts that the necessary measures will be taken in the very near future to ensure full compliance with the basic requirements of this Convention.¹

Peru (ratification: 1945)

See under General Observations.

Portugal (ratification: 1932)

With reference to its previous direct requests, the Committee notes with satisfaction that in San Tomé and Príncipe, Legislative Instrument No. 806 of 26 December 1969 has defined the night period for the purposes of the prohibition of night work by women contained in Legislative Instrument No. 507 of 1958 (governing the employment of skilled workers) in accordance with the requirements of Article 2 of the Convention, and that in Timor Legislative Instrument No. 742 of 3 December 1966 (governing the employment of skilled workers) has been amended by Legislative Instrument No. 798 of 17 May 1969 so as to prohibit night work by women in conformity with the provisions of the Convention.

Certain other matters relating to the application of the Convention both in metropolitan Portugal and in the Overseas Provinces (particularly as regards the legislation governing the employment of unskilled workers) are the subject of a direct request.

Tunisia (ratification: 1957)

The Government having failed to reply to the previous direct requests on the application of this Convention, the Committee must take up the matter once again

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

in a new direct request and it hopes that the Government will make every effort to take the necessary measures and supply the information requested.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Portugal, Tunisia.*

Convention No. 5: Minimum Age (Industry), 1919

Bolivia (ratification: 1954)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

Article 2 of the Convention. In its report for 1964-66, the Government had stated that the recently approved Minors' Code fixed 14 years as the minimum age for employing children as apprentices, and that the Labour Code, which was being adopted, contained the same provision. The Committee, however, notes from the Government's last report that the Minors' Code is still being revised; it also notes that the report supplies no information on the adoption of the Labour Code.

In these circumstances, and since section 58 of the General Labour Act, which authorises the employment of children under the age of 14 years as apprentices, appears to be still in force, the Committee trusts that the employment of children under the age of 14 years in industrial undertakings, even as apprentices, will be expressly prohibited, in conformity with Article 2 of the Convention. It would be grateful if the Government would supply the text of the adopted provisions with its next report.

Brazil (ratification: 1934)

Following its previous observation that, under Article 2 of the Convention, children under the age of 14 years are not to be employed on light work in industrial undertakings, the Committee notes with satisfaction that Decree No. 66280 was adopted on 27 February 1970. In virtue of this Decree, only work in sectors outside industry and land and sea transport is considered as light work (which may be performed by children over 12 years of age in accordance with section 403 of the Consolidation of Labour Laws).

Denmark (ratification: 1923)

Further to its previous observations, the Committee notes with satisfaction the adoption of Regulation No. 306 of 10 June 1969, which requires the keeping of registers of persons under 16 years of age, in conformity with Article 4 of the Convention.

Guinea (ratification: 1959)

Article 4 of the Convention. In its previous requests, the Committee took note of a draft Order regulating the employment of women and children, section 19 of which provided for the keeping, by every head of an industrial establishment, of a register of all the children employed by him, indicating the dates of their births. Since the Government states in its latest report that it will not fail to take the necessary measures for the adoption of the aforesaid Order in the near future, the Committee trusts that this Order will be adopted very shortly and that the Government will supply a copy of it.

Nicaragua (ratification: 1934)

Article 4 of the Convention. The Committee notes with satisfaction, further to its previous observations, that section 15 of the Labour Code as amended by Decree No. 39 of 14 April 1969 requires the keeping of records in conformity with this provision of the Convention.

Sierra Leone (ratification: 1961)

Article 4 of the Convention. See under Convention No. 59, Article 4.

Uganda (ratification: 1963)

Article 1 of the Convention. The Committee has been pointing out since 1965 in direct requests that the definition of " industrial undertakings " in section 2, sub-section 1, of the Employment of Children Act is not in conformity with paragraph 1 (d) of this Article of the Convention. It has also noted the Government's intention to amend this definition so as to repeal the exceptions allowed by it.

The Committee trusts that the Employment Amendment Bill which is to introduce this amendment will be adopted shortly, and requests the Government to transmit all relevant information in this connection.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Bolivia, Chad, Congo (Brazzaville), Ivory Coast, Singapore.*

Convention No. 6: Night Work of Young Persons (Industry), 1919*Albania* (ratification: 1932)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee regrets to note that the Government has not supplied a report. An examination of the new Labour Code of 1966 indicates however that section 23 only prohibits night work by young persons under 16 years of age and not under 18 years, as required by Article 2, paragraph 1, of the Convention. The Committee recalls that section 56 of the former Labour Code of 1956, as amended by Decree No. 3484 of 9 April 1962, had complied with this requirement of the Convention.

The Committee hopes therefore that the Government will take the necessary measures to reintroduce the prohibition of night work for all young persons under 18 years of age.

Portugal (ratification: 1932)

With reference to its previous direct requests, the Committee notes with satisfaction that in San Tomé and Príncipe, Legislative Instrument No. 806 of 26 December 1969 has defined the night period for the purposes of the prohibition of night work by young persons contained in Legislative Instrument No. 507 of 1958 (governing the employment of skilled workers) and in the Rural Labour Code of 1962 (which, by virtue of section 3, governs the employment of unskilled workers, including those employed in industry) in conformity with the requirements of Article 3 of the Convention.

The Committee also notes that in Timor Legislative Instrument No. 742 of 3 December 1966 (governing the employment of skilled workers) has been amended

by Legislative Instrument No. 798 of 17 May 1969 so as to prohibit night work by persons under 18 years of age in industrial undertakings. It observes however that the definition of "industrial undertaking" contained in the new legislation does not cover the transport of passengers or goods by road or rail, including the handling of goods at docks, quays, wharves and warehouses, as provided for in Article 1, paragraph 1 (*d*), of the Convention. The Committee hopes that the necessary measures will be taken to extend the legislative provisions in question to such undertakings.

Certain other matters relating to the application of the Convention both in metropolitan Portugal and in the Overseas Provinces (particularly as regards the legislation governing the employment of unskilled workers) are the subject of a direct request.

Viet-Nam (ratification: 1953)

In its previous observations the Committee had drawn attention to (*a*) section 168 of the Labour Code, as amended by the Order of 4 January 1964, which prohibits night work only for young manual workers and apprentices, whereas Article 1 of the Convention covers all young persons employed on manual or non-manual tasks in industrial undertakings; and (*b*) section 171 of the Code which provides for exemptions from the prohibition of night work for children more extensive than those authorised by Article 2, paragraph 2, of the Convention.

The Committee notes the Government's statement in its report for 1968-70 that the Labour Code is currently under revision. It hopes that the next report will contain information on the steps taken to bring national legislation into conformity with the Convention in regard to the points referred to above.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Portugal, Tunisia*.

Convention No. 7: Minimum Age (Sea), 1920

Requests regarding certain points are being addressed directly to the following States: *Singapore, United Kingdom*.

Information supplied by *Colombia* in answer to a direct request has been noted by the Committee.

Convention No. 8: Unemployment Indemnity (Shipwreck), 1920

Colombia (ratification: 1933)

Further to its previous observations concerning Conventions Nos. 8, 22 and 23, the Committee notes with regret that the divergencies pointed to between the national legislation and the provisions of these Conventions, which were ratified as long ago as 1933, have still not been eliminated. It appears from the report of the Government on Convention No. 23 that after Bill No. 131 had been discussed in the House of Representatives and the Senate, objections were raised by the executive authority, which considered that certain amendments should be made. In view of the fact that this Bill has been under consideration since 1964 and that according to the statement

of a Government representative to the Conference in 1970, the draft would be finally adopted by the Congress in the second half of that year and would eliminate the divergencies noted, the Committee trusts that the Government will spare no efforts to ensure that a legislative text giving full effect to these Conventions is adopted without further delay, and that it will be able to supply a copy of this text with its next report.¹

Mexico (ratification: 1937)

Article 2 of the Convention. Further to its previous observations, the Committee notes with satisfaction that the new Federal Labour Act of 23 December 1969, which entered into force on 1 May 1970 (section 209, subsection V; section 434, subsection I; and section 436) has repealed the provision that subjected the payment of the unemployment indemnity provided for by the Convention in the case of loss or foundering of a ship to the existence of insurance covering this contingency.

Nicaragua (ratification: 1934)

Further to its previous observations, the Committee notes with satisfaction that Decree No. 39 of 14 April 1969 revising the Labour Code has removed from section 155 of the Code the provision, which subordinated, contrary to the Convention, the payment of an indemnity to a seaman in case of loss or foundering of a ship to the requirement that the shipowner should have insured the vessel.

Peru (ratification: 1962)

See under General Observations.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Ceylon, Iraq, Nicaragua, Singapore, United Kingdom.*

Information supplied by *Argentina* in answer to a direct request has been noted by the Committee.

Convention No. 9: Placing of Seamen, 1920

Colombia (ratification: 1933)

Further to its previous observations the Committee notes that the national employment service has started functioning in Bogotá, that it is gradually to be extended to the whole of the country and that it will eventually cover seamen. In this connection the Committee also notes the Government's statement that the Association of Professional Seamen of Colombia acts as an intermediary for the placement of seamen and recalls the statement in the Government's report for 1962-64 that the shipowners operate their own offices for recruiting their personnel directly. In these circumstances, and since it appears from the Government's report that its present plans do not include the immediate establishment of seamen's employment offices, the Government might wish to consider implementing the Convention by arranging for the

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

organisation and maintenance of seamen's employment offices by representative associations of shipowners and seamen jointly in accordance with Article 4, paragraph 1 (a), of the Convention.

Since this Convention was ratified thirty-eight years ago the Committee trusts that the Government will find it possible to ensure its full implementation in the near future.

Mexico (ratification: 1939)

Articles 4 and 5 of the Convention. The Committee notes with regret from the Government's report that no joint advisory committees of shipowners and seamen appear to exist and that the placing of seamen is conducted largely through co-operatives, whose members can be regarded as both employers and workers, and through shipping agents who act for the shipowner, *inter alia*, in the engagement of seamen.

The Committee recalls that according to the Government's earlier reports (and in particular those for 1955-56 and 1962-64) free placement agencies for seamen, run by joint committees of shipowners and seamen, had been established at Acapulco, Guaymas, Manzanillo, Mazatlán and Tampico. The Committee therefore expresses the hope that in its next report the Government will supply full information as to the system in operation for the placement of seamen and will indicate the steps taken with a view to the adoption of any measures which may be necessary to bring such system into full conformity with Articles 4 and 5 of the Convention.¹

Nicaragua (ratification: 1934)

The Committee notes that the Government's report has not been received and hopes that a report will be supplied for examination at its next session. It has none the less examined the provisions of Decree No. 39 of 14 April 1969 amending the Labour Code, referred to by the Government in a statement to the Conference Committee in 1969.

Article 2 of the Convention. The Committee notes with regret that the above-mentioned decree does not—as had been indicated was the intention in previous reports—prohibit fee-charging employment agencies. It trusts that the Government will take the necessary measures to prohibit the charging of fees for finding employment for seamen and to lay down penalties for the violation of such prohibition.

Article 4. In the absence of a report, the Committee must repeat its previous observation on this point, which was in the following terms:

The Committee notes that the Ministry of Labour, including the employment service, is being reorganised. It expresses the hope that, in reorganising the employment service, the Government will bear in mind the requirements of the Convention regarding special placing facilities for seafarers, and that the next report will contain full information on the matter.

Further to its previous direct requests, the Committee notes the Government's statement that, with the exception of the capital, the labour inspection service is at present carrying out activities in relation with the placing of seamen. It would be glad if the Government would indicate the places where such activities are performed and would supply the other information on these activities called for in the report form under Article 4.

Article 5. The Committee notes that the above-mentioned amendment to the Labour Code provides for the establishment of advisory committees in places in which a public placement office operates if the Ministry of Labour deems it appro-

¹ The Government is asked to report in detail for the period ending 30 June 1971.

priate. It trusts that, on the basis of this provision, the necessary steps will be taken to give effect to this Article of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Belgium, Chile, Finland, Peru, Spain, Uruguay, Yugoslavia.*

Convention No. 11: Right of Association (Agriculture), 1921

Albania (ratification: 1957)

See Convention No. 87 with regard to workers who are members of rural co-operatives.

Byelorussia (ratification: 1956)

See under Convention No. 87.

Cuba (ratification: 1935)

With regard to workers in agricultural co-operatives see under the observation relating to Convention No. 87.

Poland (ratification: 1924)

See under Convention No. 87.

Ukraine (ratification: 1956)

See under Convention No. 87.

USSR (ratification: 1956)

See under Convention No. 87.

Venezuela (ratification: 1944)

Further to its previous observations, the Committee notes with satisfaction that pursuant to the direct contacts which have taken place between the competent national services and a representative of the Director-General of the ILO, the Ministry of Labour has sent to all labour inspectors throughout the country a circular advising them that organisers of agricultural trade unions must enjoy the same protection as is provided for in section 198 of the Labour Law with respect to workers in industry.

The Committee trusts that the Government will also adopt at an early date the necessary measures to bring sections 109, 124, 128 and 136 of the Regulations concerning work in agriculture and stockbreeding into conformity with the provisions of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Bulgaria, Czechoslovakia, Ethiopia, Ivory Coast, Syrian Arab Republic.*

Information supplied by *Cameroon, Dahomey* and *Ghana* in answer to direct requests has been noted by the Committee.

Convention No. 12: Workmen's Compensation (Agriculture), 1921*Colombia* (ratification: 1933)

Further to its previous observations and requests, the Committee notes the Government's indication that a bill already approved by the Senate and currently before the House of Representatives provides for the extension of the social security system to various categories of the population, and in particular to the rural population. The Committee hopes that this bill will be enacted very soon and that the necessary regulations implementing it will be made without any further delay, so that agricultural workers employed by non-industrial undertakings may be included in the workmen's compensation scheme, as is required for the full application of the Convention, which was ratified as long ago as 1933.

Peru (ratification: 1962)

In reply to the Committee's previous observation and direct requests concerning the discrepancy between the Convention and the provisions of section 2, subsection 8, of Act No. 1378 of 1911 (which restricts the scope of this Act to agricultural undertakings using machine power other than manual labour, and within such undertakings to employees exposed to danger from machinery), the Government states that accident risks are covered, as regards workers having the status of employees, by the social security scheme set up for their benefit (which contains no such limitations), and adds that it intends to unify the various existing social security schemes. While noting this statement, the Committee must recall that in its previous reports the Government had indicated that the new Labour Code, which has been in preparation ever since 1964, would ensure that the Convention was fully applied on this point. It hopes that the necessary action will be taken in the near future, within the framework either of the social security scheme or of the Labour Code, to ensure that the benefit of the laws and regulations on workmen's compensation is extended to *all* agricultural wage-earners, in conformity with the Convention.

Convention No. 13: White Lead (Painting), 1921*Afghanistan* (ratification: 1939)

Further to its previous observation, the Committee notes that the Government's report contains no information on progress made towards giving effect to this Convention through appropriate legislative provisions or regulations. It again expresses the hope that this will be done in the context of the new labour legislation to which the Committee refers in a general observation and that the Government will communicate the relevant texts in due course.¹

Colombia (ratification: 1933)

Further to its previous observations, the Committee notes the adoption, pursuant to a previous amendment of the Labour Code, of Decree No. 995 of 26 June 1968, section 12 of which is in conformity with Article 3, paragraph 1, of the Convention.

The Committee, however, regrets the absence from the Government's report of any information on the application of the remaining provisions of the Convention.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

Therefore, it cannot but conclude that no progress has been accomplished during the period under consideration to give effect to those Articles of the Convention which tend to prohibit the use of white lead and sulphate of lead and to regulate its use in certain circumstances. The Committee trusts that appropriate legislative and other measures will be taken without further delay to give full effect to the Convention, which was ratified many years ago.

Finally, the Committee would be grateful if the Government, in its next report, would devote individual consideration to each of the questions in the report form.

Iraq (ratification: 1966)

The Committee notes with satisfaction from the Government's reply to a previous direct request that the amended Instructions for the Prevention of Lead Poisoning among Working Painters, No. 2 of 1970 (the text of which was appended to the Government's report) now give effect to Articles 1, 3 and 5 of the Convention.

Mexico (ratification: 1938)

Article 2, paragraph 2, and Article 5 of the Convention. Further to its previous observations, the Committee notes that the Government's report does not contain any information on progress made towards the issuing of regulations to give effect to Article 2, paragraph 2 (definition of the limits of the different forms of painting), and to Article 5 (regulation of the use of products containing white lead in operations in which their use is not prohibited). In this respect, the Government's report refers again to the proposed Ministerial Circular which was mentioned for the first time in the report for 1965-67, and also mentions the regulations which would eventually be issued to cover the activities of the Laboratory of Occupational Medicine of the Secretariat of Labour and Social Security. In these circumstances, the Committee, recalling that the Convention was ratified more than thirty years ago, must express the earnest hope that early and effective measures will be taken to implement the above-mentioned provisions of the Convention.

Article 3, paragraph 1. Further to its previous general observations, the Committee notes that the minimum age of 18 years laid down in the Convention for the admission of male workers to painting work involving the use of white lead has not been incorporated in the Federal Labour Act of 1969. In the latter, the minimum age for admission to dangerous or unhealthy occupations remains fixed at 16 years. The Committee is addressing a direct request to the Government on this point.

Nicaragua (ratification: 1934)

Further to its observation of 1968, the Committee notes with satisfaction the adoption of Decree No. 39 of 14 April 1969 to amend the Labour Code; this Decree adds to section 16 of the Code a paragraph prohibiting the use of white lead for the internal painting of buildings, subject to such exceptions (railways or industrial establishments) as may be authorised by the Ministry of Labour after consultation with the employers' and workers' organisations. Full effect is thereby given to Article 1 of the Convention.

Venezuela (ratification: 1933)

Article 5. III (b) of the Convention. The Committee notes with interest from the Government's reply to its previous observation that by virtue of section 167 of the Labour Regulations, the labour inspectors are empowered to order medical exam-

inations of workers in any establishments coming under their jurisdiction, when this is deemed necessary in the interests of industrial health.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Bulgaria, Cameroon, Central African Republic, Chad, Congo (Brazzaville), Gabon, Guinea, Italy, Khmer Republic, Mexico, Morocco, Nicaragua, Niger, Rumania, Senegal, Spain, Upper Volta, Venezuela, Viet-Nam, Yugoslavia.*

Information supplied by *Czechoslovakia, Malagasy Republic* and *Tunisia* in answer to direct requests has been noted by the Committee.

Convention No. 14: Weekly Rest (Industry), 1921

Afghanistan (ratification: 1939)

See under Convention No. 4.

China (ratification: 1934)

Following its previous observations, the Committee notes the Government's statement in its last report that the application of the legislation on weekly rest is restricted to workers employed in undertakings defined in section 1 of the Factories Act of 1932. The Committee recalls that, on ratifying this Convention and availing itself of the exceptions permitted by Article 4, the Government stated that it would apply the Convention as soon as possible to all undertakings covered by Article 2. Since, furthermore, the Government has repeatedly affirmed over the years that it proposes to extend the scope of its legislation on weekly rest to workers not covered by the Factories Act of 1932 and has referred to a draft Labour Code whose provisions would comply with the Convention, the Committee trusts that the proposed legislative amendments will shortly be adopted.

It would also appear from the statistics supplied by the Government in previous years that the provisions of the Convention have not been applied in practice in various undertakings covered by section 1 of the Factories Act; therefore the Committee requests the Government to indicate in its next report what measures have been taken to ensure full compliance with the Convention in such undertakings.

Iraq (ratification: 1960)

Further to its previous direct requests, the Committee notes with satisfaction that section 67 of the Labour Law, No. 151 of 1970, provides for compensatory rest in case of suspension or diminution of weekly rest (Article 5 of the Convention) and that section 66 of the Law requires the posting of notices, drawing up of rosters, etc., relating to weekly rest provisions (Article 7).

Kenya (ratification: 1958)

Further to its previous observation, the Committee notes that the Employment Bill, designed to provide for one complete rest day in every period of seven days

for all industrial workers, to which the Government had referred in its previous report, is still being processed. The Committee expresses the hope that the Bill will be adopted in the very near future.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Bolivia, Botswana, Burundi, Byelorussia, Lebanon, Malaysia, Portugal, Thailand, Turkey, Ukraine, USSR.*

Information supplied by *Hungary* and *Switzerland* in answer to direct requests has been noted by the Committee.

Convention No. 15: Minimum Age (Trimmers and Stokers), 1921

Sierra Leone (ratification: 1961)

Article 2 of the Convention. Further to its previous direct request, the Committee notes from the Government's report that on re-examination, the Joint Consultative Committee has recommended the deletion of section 55 (2) (b) of the Employer's and Employed Act, which permits the employment of young persons of not less than 16 (instead of 18) years of age as trimmers or stokers on vessels exclusively engaged in coastal trade, and that action is being taken to enact the necessary legislation.

The Committee hopes that this change in the legislation will enter into effect shortly.

Uruguay (ratification: 1933)

See under General Observations.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Cameroon* (Western Cameroon), *Iraq, Turkey, United Kingdom.*

Convention No. 16: Medical Examination of Young Persons (Sea) 1921

Albania (ratification: 1956)

The Committee notes with regret that the Government has not supplied a report on the application of the Convention. None the less, the Committee has examined the new Labour Code, 1966, which, as distinct from the Labour Code of 1956 (section 159), contains no provisions regarding a medical examination for fitness for employment of young persons nor for the periodic repetition of this examination at intervals of not more than one year.

The Committee hopes that all suitable measures will be taken to ensure the application of the Convention either within the framework of the Code or by means of special provisions.

Somali Republic (Former Trust Territory) (ratification: 1960)

The Committee notes with regret that for the second consecutive year the Government's report has not been received. In its previous observations the Committee

had expressed the hope that the necessary measures would be taken to give effect to Article 3 of the Convention (providing for the renewal of the medical examination attesting to physical fitness at intervals not exceeding one year).

The Committee recalls that the Government had informed the Conference Committee in 1968 that this and other provisions would be examined and that effect would be given to it, as far as national conditions permitted, by amendment of the Maritime Code.

The Committee hopes that the Government will make every effort to take the necessary action in the very near future.

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In addition, a request regarding certain points is being addressed directly to *Ceylon*.

Convention No. 17: Workmen's Compensation (Accidents), 1925

Algeria (ratification: 1962)

Article 10 of the Convention (free supply and renewal of artificial limbs and surgical appliances). In reply to the Committee's previous comments concerning the participation (provided for by the Order of 28 September 1966) of workers injured in occupational accidents in the cost of small surgical and dental prosthetic appliances, the Government states in its report for 1968-69 (received too late to be examined in 1970) that, contrary to what might be assumed from the title of the Order of 13 May 1969 "to abolish participation by workers injured in occupational accidents in the medical and pharmaceutical expenses incurred", such participation is also abolished as regards benefits in kind under workmen's compensation, and that the necessary instructions have been given to the social security funds.

The Committee notes this statement with interest and would be glad if the Government would supply a copy of these instructions with its next report.

Burma (ratification: 1956)

In the requests and observations that it has been making since 1959, the Committee has drawn the Government's attention to the following divergencies between the provisions of the national legislation and the Convention:

Article 5 of the Convention. The Workmen's Compensation Act, 1924, as amended (which applies to the majority of workers, since the Social Security Act is enforced only with respect to certain categories of workers and regions of the country) provides, in cases of disability or death, for the payment of compensation in the form of a lump sum, whereas the Convention requires that compensation must be paid in the form of periodical payments, and only allows payment in a lump sum in exceptional cases, if the competent authority is satisfied that it will be properly utilised. (Section 8, subsection 7, of the 1924 Act to which the Government refers, only concerns compensation payable in the form of a lump sum to women or to persons without legal capacity.)

Article 10. The Workmen's Compensation Act and the Social Security Act and the regulations made under it (section 65, subsection 2) fix an upper limit for the free supply and renewal of artificial limbs and surgical appliances, which might result in the workers affected having to participate in the cost of these appliances, whereas the Convention provides that the supply and normal renewal of such

appliances as are recognised to be necessary is entirely at the cost of the employer or insurer.

Article 11. The provisions of the Workmen's Compensation Act (section 40) affording certain safeguards against the insolvency of employers, where these have taken out insurance with private companies, do not suffice to guarantee *in all circumstances*, in conformity with the Convention, the payment of compensation to workmen injured in industrial accidents or their dependants, and to protect them against insolvency not only of the employer but also of the insurer.

In 1967 the Government representative stated to the Conference Committee—and the Government confirmed in its report received in 1968—that the necessary action would be taken within the framework of the new rules issued under the Law defining the basic rights and responsibilities of workers. However, the reports received from the Government since then have not contained any indication of progress that may have been made in this respect.

In these circumstances the Committee can only refer to the question again and trust that the Government will make every effort to ensure the full application of the Convention with respect to the points mentioned above. One appropriate measure, for example, would consist in extending the application of the Social Security Act to the whole of the national territory and widening its scope so as to include all categories of workers, regardless of the nature of the undertaking and the number of the persons employed there. In particular with respect to Article 10 of the Convention, an adjustment of the maximum limit fixed by the legislation to correspond with the actual cost of the appliances referred to therein would represent a first step towards full application.

The Committee firmly hopes that the Government will not fail to advise it of any progress made in this respect.

Congo (Kinshasa) (ratification: 1960)

Article 9 of the Convention. The Committee notes with satisfaction that Legislative Ordinance No. 68/491 of 20 December 1968 has abrogated the provisions of section 22, subsection 3, of the Legislative Decree of 29 June 1961 on social security, placing a limit of five years on the right of workers injured in industrial accidents to medical, surgical and pharmaceutical aid, which is provided for in the Convention without any time limit.

Cuba (ratification: 1928)

The Committee notes with regret that the Government's report has not been received and that it therefore has no information in reply to the observations and direct requests that it has been making since 1964. It is bound, accordingly, to repeat its previous observations, which were as follows:

1. With regard to cases of suspension or extinction of benefits provided for by Law No. 1100 on social security in sections 64 (*g*) (beneficiaries sentenced for counter-revolutionary offences) and 63 (*f*) (beneficiaries sentenced to imprisonment for a term of more than thirty days), the Government again refers to the facts that these grounds for suspension of benefits are justified by the particularly serious and anti-social character of these offences which cause harm to the national institutions and to the social security system in particular, that throughout his term of imprisonment the person concerned is supported by the State, and that the economic situation of his family is also taken into consideration.

In the circumstances the Committee is bound to recall once again that the Convention does not provide for the possible suspension or extinction of benefits in consequence of any offence, no matter how serious; the fact that when in prison the beneficiary is supported by the State could justify the principle of the suspension of benefit, albeit only partially, to the extent that the cost of his main-

tenance in prison might be deducted from it; but in no event could such suspension deprive the beneficiary's dependants from their right to this protection.

2. With regard to the absence from the national legislation of any provision for the payment of additional compensation to injured workmen who must have the constant help of another person, as required by Article 7 of the Convention, the Government merely repeats its previous explanations, indicating that under the terms of section 42 of Law No. 1100 on social security (as amended by Law No. 1165), the amount of the pension is increased by 10 per cent for all victims of industrial accidents who are permanently incapacitated.

In this connection the Committee must point out that this increase of 10 per cent, which, moreover, is of a general application, cannot fully satisfy the requirements of Article 7 of the Convention, the purpose of which is to guarantee to a specific category of persons injured in occupational accidents—namely those whose incapacity is such that they require the constant help of another person—the payment of additional compensation which will enable them to meet the additional expenditure resulting from their special condition.

The Committee trusts that the Government will reconsider the points referred to above in the light of the foregoing comments, and that it will take the necessary measures in the near future to bring the national legislation fully into harmony with the Convention.

Malaysia (States of Malaya) (ratification: 1957)

Further to its previous comments, the Committee notes with interest from the Government's report that the Employees' Social Security Act, No. 4 of 1969—which is to give effect to the fundamental provisions of the Convention—is expected to enter into force in 1971, preparation of the regulations applying the Act having been completed.

The Committee hopes that this Act will enter into force very shortly and that its scope will be progressively extended to the whole of the country, so as to cover all the categories of workers covered by the Convention (including workers in undertakings employing less than five persons), particularly since the Workmen's Compensation Ordinance, 1952, which for the time being remains the only applicable legislation in this field, diverges in several respects from the Convention. The Committee asks the Government to give details of the progress made towards this end in its next report.

Nicaragua (ratification: 1934)

The Committee notes with regret that for the second year in succession the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

With reference to its previous observations, the Committee has taken note of Decree No. 39 of 14 April 1969 amending the Labour Code, and observes that, contrary to what the Government had led the Conference Committee to understand in 1968, the new provisions have not eliminated the divergencies between the Labour Code and Articles 5 (periodical payments of compensation), 7 (additional compensation for injured workmen requiring the constant help of another person), 10 (supply and renewal of artificial limbs and surgical appliances) and 11 (provision to ensure in all circumstances the payment of compensation in the event of the insolvency of the employer or insurer). The Committee has also noted the Government's statement that the social insurance scheme would be extended to further regions of the country . . .

The Committee trusts that the necessary action to bring the Labour Code into full conformity with the Convention in respect of the above-mentioned points will be taken in the very near future, especially since the provisions of the Code are the only ones which apply to occupational accidents throughout the country. The Committee also hopes that the Government will not fail to indicate in its next report the progress made in this respect, and in extending the social insurance scheme to persons and areas not yet covered by it.

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In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Burundi, Congo (Kinshasa), Finland, Mali, Malaysia* (States of Malaya), *Tanzania, Uruguay, Yugoslavia*.

Convention No. 18: Workmen's Compensation (Occupational Diseases), 1925

Burundi (ratification: 1963)

See under Convention No. 42.

Central African Republic (ratification: 1964)

The Committee notes with regret that the Government's report contains no new information in reply to the requests the Committee has been making for several years with regard to the schedule of occupational diseases appended to Ordinance No. 59/60 of 20 April 1959, which (a) contains a limitative enumeration of the pathological manifestations likely to be induced by lead, its alloys and compounds, and by mercury, its amalgams and compounds, whereas the Convention covers *all* forms of poisoning caused by these substances; (b) does not mention the "loading and unloading or transport of merchandise" in general, as the Convention does, among the activities likely to cause anthrax infection.

The Committee trusts that the necessary action will be taken in the very near future to bring the schedule of occupational diseases appended to the 1959 Ordinance fully into conformity with the Convention in the above-mentioned respects, as the Government announced its intention of doing in its report for 1966-68. The Committee requests the Government to indicate in its next report the progress made in this respect.

Ceylon (ratification: 1952)

Further to its previous comments concerning the revision of the Workmen's Compensation (Amendment) Act, 1957, the Committee notes from the information supplied by the Government that the report submitted to the Minister of Social Services by the committee appointed to report on the Social Insurance Scheme, which contains among other things certain draft amendments designed to make certain additions to the schedule of occupational diseases established by that Act, is still being studied.

Since the Government has been referring to the revision of the legislation ever since 1958, the Committee trusts that the new legislation will be adopted in the very near future, and that the schedule of occupational diseases will be completed in conformity with the Convention so as to include in particular poisoning by mercury amalgams and compounds, and, among the operations likely to cause anthrax infection, the "loading and unloading or transport of merchandise" in general. It hopes that the next report will contain a copy of the Social Insurance Act and of any regulations made under it.

Colombia (ratification: 1933)

In reply to the Committee's previous observations, the Government states that Agreement No. 191 of 1965 covers the diseases covered by the Convention but that it is impossible at the present time to draw up a list of the operations liable to give rise to these diseases, as there are no statistics in this respect. The Committee wishes to recall in this connection that Article 2 of the Convention establishes the obligation

to consider as occupational diseases those diseases set forth in the schedule appended thereto when they affect workers engaged in the trades, industries or processes placed opposite them in the schedule. Therefore, the absence of statistics to which the Government refers cannot release the latter even temporarily from the obligation to give effect to the provisions of the Convention.

In these circumstances the Committee hopes that the necessary action will be taken in the near future to complete the list of occupational diseases established by Agreement No. 191 of 1965, in conformity with the Convention, namely: (a) by adding opposite the entry relating to poisoning by *lead* and *mercury* (item IV, points 1 and 2 of the list) the operations likely to cause such poisoning, as is done in the Convention, and (b) by amending the item concerning *anthrax infection* so as to cover in general terms all workers who are liable to contract this disease as a result of their occupation, namely workers in contact with animals infected with anthrax, those who handle animal carcasses or parts of carcasses (whether or not these remains are contaminated), and those who are employed in the loading and unloading or transport of merchandise in general.

The Committee trusts that the Government will not fail to indicate in its next report the action taken in this respect, especially since in the light of section 2 (d) of the Agreement of 1965—which imposes certain restrictions on the determination of a disease as occupational—the lack of a list of operations liable to give rise to the aforesaid diseases might deprive the workers of the benefit of the presumed occupational origin of the disease, contrary to the provisions of the Convention.

* * *

In addition, a request regarding certain points is being addressed directly to *Colombia*.

Convention No. 19: Equality of Treatment (Accident Compensation), 1925

Algeria (ratification: 1962)

Further to its earlier direct requests concerning the payment of compensation abroad, the Committee notes with satisfaction circular No. 6/55 of 14 April 1967 from the Director of Social Security (attached to the Government's report for 1969, which was received too late to be examined in 1970); this circular clarifies along the lines of the Convention, with respect to accidents recorded after 1 April 1967, the position of foreign workers, in particular nationals of States bound by the Convention, who cease to reside in Algeria, and of their dependants, whether resident or not in Algeria at the time of the accident.

China (ratification: 1934)

Article 1 of the Convention. Further to the comments that it has been making since 1960, the Committee notes from the information communicated by the Government to the Conference in 1970 that the Ministry of the Interior was considering again requesting the Executive Yuan in the near future to examine and transmit to the Legislative Yuan a proposed amendment to the Labour Insurance Act of 1938 to make the insurance of foreign workers compulsory. It also notes that, according to the Government's report, the Ministry of the Interior has instructed the Labour Insurance Agency to encourage foreign workers to join the scheme voluntarily by

availing themselves of their rights under the legislation. The Committee trusts that the Government will not fail again to propose an appropriate amendment to section 9 of the 1958 Act in order to bring it into conformity with the Convention, and requests it to give details in its next report of any progress made towards this end.

Gabon (ratification: 1962)

The Committee notes with regret that the report has not been received and that consequently no reply has been given to the previous direct request concerning the application of the Convention. The Committee must therefore take up the matter again in a new direct request, and hopes that the Government will not fail to take the necessary action.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Chile, Gabon, Lesotho, Portugal, United Arab Republic, People's Democratic Republic of Yemen*.

Information supplied by *Australia* in answer to a direct request has been noted by the Committee.

Convention No. 20: Night Work (Bakeries), 1925

Argentina (ratification: 1955)

Further to the previous comments of the Committee, the Government states that it will have to consider in due course the possibility of denouncing the Convention, since the technical conditions in which work is performed in bakeries render the inclusion of these occupations within the scope of Act No. 11338 inappropriate. The Government adds that the workers' organisations themselves have agreed to include provisions in various collective agreements which effectively remove work in bakeries from the scope of the said Act, and that in view of the technical progress made in this industry, it has been found appropriate to introduce night work for this category of occupations.

The Committee has taken note of this information.

Colombia (ratification: 1933)

Further to its previous observations, the Committee notes with interest the text of a collective agreement (enclosed with the Government's report) the terms of which are in conformity with the Convention.

The Committee must, however, recall that the legislation in force does not contain any provisions applying the Convention. It hopes that the Government will re-examine the possibility of bringing the legislation into conformity with the Convention and will, pending such action, continue to supply copies of all collective agreements concluded that give effect to the Convention.

Sweden (ratification: 1940)

Further to its previous comments, the Committee can only note that the Convention was denounced in 1970.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Finland, Peru*.

Convention No. 22: Seamen's Articles of Agreement, 1926

Colombia (ratification: 1933)

See under Convention No. 8.

Somali Republic (Former Trust Territory) (ratification: 1960)

The Committee notes with regret that for the second consecutive year the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee notes the information supplied by the Government to the Conference Committee in 1968, to the effect that the provisions on which it had commented would be examined, and that effect would be given to them by amendment of the Maritime Code, as far as national conditions permitted.

The Committee trusts that the Government's next report will indicate the progress achieved in harmonising national legislation with the provisions of the Convention, and recalls that its previous comments related to the following points:

Article 6, paragraph 3 (10) (c), of the Convention. National legislation does not stipulate that an agreement for an indefinite period must specify the conditions entitling either party to rescind it, as well as the required period of notice for rescission, which may not be less for the shipowner than for the seaman.

Article 9, paragraph 1. The Shipping Code provides that an agreement of indefinite duration may be terminated by the seaman only in the vessel's port of destination, whereas the Convention provides that the agreement may be terminated by either party in any port where the vessel loads or unloads, provided that the notice specified in the agreement has been given.

Article 9, paragraph 2. National law does not stipulate that notice must be given in writing.

Articles 4, 8, 13 and 14. There are no provisions in national law to give effect to these Articles of the Convention.

The Committee hopes that the Government will make every effort to take the necessary action in the very near future.

Venezuela (ratification: 1944)

Following its previous observations concerning the discrepancies between Venezuelan legislation and Articles 4, 6, 8, 9, 13 and 14 of the Convention, the Committee has noted the statement made by a Government representative to the Conference Committee in 1970, according to which the Government is endeavouring to solve the problems involved in applying this Convention, either by the adoption of the Bill previously submitted to the National Congress or by administrative measures.

In previous direct requests the Committee drew particular attention to the fact that certain provisions of Venezuelan legislation apparently prevented seamen from terminating an agreement in a foreign port and were accordingly incompatible with certain provisions of Articles 6 and 9 of the Convention relating to agreements for an indefinite period. In its report for 1969-70 the Government states that the contracts of employment, provided for in the Commercial Code only for one or more voyages and to which reference is made in section 289 of the regulations issued under the Labour Act, are now no longer legally effective, that the country's shipping companies are now governed by collective agreements and that the usual form of agreement in small vessels is for an indefinite period. The Government indicates that the prohibition on the termination of an agreement abroad only applies to agreements for one or more voyages. The Committee considers that, since agreements for an indefinite period are authorised, the necessary measures should be taken in accord-

ance with Article 6, paragraph 3 (10), of the Convention to make effective the obligation to specify in an agreement the conditions entitling either party to rescind it as well as the required period of notice for rescission, and also that the necessary measures should be taken in accordance with Article 9 to ensure that the agreement may be terminated in any port where the vessel loads or unloads, provided that the specified notice has been given.

Accordingly the Committee can only reiterate its hope that the Government will soon take appropriate steps to bring its legislation into full accordance with the Convention, especially as regards the matters raised by the Committee.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *China, Sierra Leone.*

Convention No. 23: Repatriation of Seamen, 1926

Colombia (ratification: 1933)

See under Convention No. 8.

* * *

In addition, a request regarding certain points is being addressed directly to the *USSR.*

Convention No. 24: Sickness Insurance (Industry), 1927

Chile (ratification: 1931)

Further to its previous comments, the Committee notes with satisfaction that Act No. 16781 of 2 May 1968, and Decrees Nos. 528 of 10 July and 987 of 7 November 1968 for its application, establish a general health insurance scheme for workers with employee status who were previously affiliated to various schemes which did not cover all the interested parties and did not provide the benefits stipulated in the Convention.

Colombia (ratification: 1933)

Article 2 of the Convention. (a) The Committee has noted with interest from the Government's report that an amendment is proposed to the Compulsory Social Insurance Act, No. 90 of 1946, which will extend the scope of the Act to further categories of persons, including certain agricultural employees and members of employers' families. The Committee hopes that this proposed amendment will be adopted shortly, and that the action, requested by the Committee in its previous comments, to solve the administrative and financial difficulties preventing *domestic servants* from being covered by the sickness insurance scheme will also be taken.

(b) Referring to its earlier comments, the Committee nevertheless notes with regret that neither in its report for 1967-69 (received too late to be examined in 1970) nor in its latest report does the Government supply any information as to the progress made in extending the non-occupational health insurance scheme to further parts of the country so as to cover all the categories of workers stipulated in the Convention. The Committee trusts that the Government will spare no effort to extend this scheme

by stages to the whole of the national territory, and that it will not fail to give specific information on this point in its next report.

Article 4, paragraph 1. The Committee also notes the statement to the effect that, even though the financial situation of the Social Insurance Institution makes it difficult at the moment to abolish the five weeks' qualifying period for entitlement to medical care prescribed by section 7 of the General Regulations on Compulsory Sickness and Maternity Insurance, the Government is considering the possibility of investigating this discrepancy with the provisions of the Convention, which do not lay down any qualifying period for entitlement to medical treatment or to the supply of medicines and appliances. The Committee hopes that on this point too the Government will indicate in its forthcoming reports what progress has been made.

Ecuador (ratification: 1962)

Further to its previous comments, the Committee notes with interest from the information communicated by the Government to the Conference in 1970, and the particulars given in the latest report, that with regard to *Article 2, paragraph 1, of the Convention*, domestic servants are now covered by the compulsory insurance, at least in respect of medical benefits, under regulations of the National Social Security Institute issued in application of Supreme Decree No. 878 of 29 April 1964.

As regards *Article 3, paragraph 1*, the Committee also notes with interest that the statutes of the Health Service which were to implement the payment of cash benefit provided for by section 17 of the Compulsory Social Insurance Act have entered into effect, and that this benefit is payable as from 1 January 1965.

The points with regard to which the legislation does not yet give full effect to the Convention are dealt with by the Committee in a direct request addressed to the Government.

Haiti (ratification: 1955)

Further to the observations and direct requests made by it since 1957, the Committee notes with concern that the provisions of the Acts of 12 September 1951 and 18 September 1967, both of which provided for the establishment of a health insurance scheme, have so far never been implemented. It notes that the Government finds itself unable to give effect to such an insurance scheme in the present circumstances, as priority has been given to other objectives.

The Committee trusts that the Government will take the necessary action in the very near future to fulfil the international obligations entered into by it as a result of its ratification of this Convention, which took place in 1955. It requests the Government to indicate in its next report the progress made in this respect.

Peru (ratification: 1945)

Article 2 of the Convention. The Committee notes with satisfaction from the information supplied by the Government in its report in reply to observations and requests made in previous years that the social insurance scheme for workers has been extended to domestic servants by Supreme Decree No. 002-TR of 10 March 1970. The Committee also notes with interest that the sickness and maternity insurance for workers has been extended to new regions. It hopes once again that the social insurance system (both for workers and for employees) will be progressively extended to the whole of the country.

Article 4. The Committee notes on the other hand, further to its previous observations and requests, that no steps have yet been taken to abolish the requirement concerning payment of contributions to which the granting of medical treatment is subordinated in both the workers' and the employees' insurance schemes, whereas in its previous report the Government had indicated that a Bill to reform the workers' social insurance scheme, which had been submitted to Parliament, provided for such action. The Committee notes, however, from the information supplied by the Government in its report on Convention No. 35 that special committees responsible for reorganising the two social insurance schemes have been set up under a Supreme Decree of 28 January 1969 and a Legislative Decree of 29 September 1970, and hopes that, in keeping with the assurance given in its report, the Government will not fail to give details of any action taken by it to bring the legislation into conformity with the Convention (which does not require any qualifying period for the grant of medical treatment and medicines) on this point.

Uruguay (ratification: 1933)

The Committee notes with regret that for the third time in succession the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

In 1968 the Committee noted from the Government's reply to its previous observations that a Bill providing for a general health insurance scheme had been drafted by a special commission of the Chamber of Representatives, and had been communicated to the Ministry of Labour and Social Security on 13 September 1967. The Committee expressed the hope that in its final form, this Bill—which the Government had indicated was to be enacted soon—would ensure full conformity with the provisions of the Convention, with particular respect to the following points: application of the protection provided for in the Convention to apprentices (Article 2, paragraph 1, of the Convention), maximum waiting period of three days (Article 3, paragraph 2, of the Convention), cash benefits only to be withheld in the cases specified in the Convention (Article 3, paragraph 3, of the Convention), rights to medical care and pharmaceutical expenses to continue at least until the end of the period prescribed for the grant of sickness benefit (Article 4, paragraph 1, of the Convention).

Since the Government has not supplied a report, the Committee has no information as to the progress made in enacting this Bill and bringing it into conformity with the provisions of the Convention. It accordingly trusts that in its next report the Government will not fail to provide detailed information on the action taken in this respect.

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In addition, requests regarding certain points are being addressed directly to the following States: *Chile, Ecuador, Peru, Yugoslavia.*

Convention No. 25: Sickness Insurance (Agriculture), 1927

Chile (ratification: 1931)

See under Convention No. 24.

Colombia (ratification: 1933)

See under Convention No. 24.

Haiti (ratification: 1955)

See under Convention No. 24.

Peru (ratification: 1945)

See under Convention No. 24.

Uruguay (ratification: 1953)

See under Convention No. 24.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Chile, Peru, Yugoslavia*.

Convention No. 26: Minimum Wage-Fixing Machinery, 1928*Bolivia* (ratification: 1954)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee notes with interest that a National Wages Council has been set up by Decree No. 08436 of 29 July 1968, and that it is empowered, *inter alia*, to examine and propose the fixing of minimum wages. The Committee trusts that, as was indicated in the Government's report, the National Wages Council will proceed in the near future to a study of the Convention and that this study will lead to the establishment of minimum wage fixing machinery meeting the requirements of the Convention.

China (ratification: 1930)

Further to its previous comments, the Committee notes with interest that under the Regulations of 13 May 1969 governing the organisation of the Basic Wages Evaluation Commission, made pursuant to the Temporary Basic Wage Regulations of 16 March 1968, the Commission responsible for proposing adjustments of the minimum wage includes an equal number of representatives of employers' and of workers' organisations concerned, in conformity with Article 3, paragraph 2 (2), of the Convention.

Since, however, the minimum wage-fixing machinery established by the aforesaid Regulations does not apply to home workers, the Committee recalls the statement made by the Government already in 1966, that the fixing of minimum wages for these workers would be made ensured through the draft Labour Code. The Committee accordingly trusts that this draft, which has been under consideration for over ten years, will be adopted very shortly, or that the Government will make the necessary alternative arrangements to establish minimum wage-fixing machinery for home-working trades, as is provided for in Article 1 of the Convention.

Colombia (ratification: 1931)

Further to its previous direct requests, the Committee notes with interest that the minimum wage rates have been readjusted by Agreement No. 1 of 16 July 1969 of the National Wages Board, approved by Decree No. 1233 of 31 July 1969.

It would be grateful to the Government for providing information in its next report on the supervision of the application of these rates, indicating in particular the number of violations observed and the sanctions imposed.

Iraq (ratification: 1962)

Further to its previous comments, the Committee notes with satisfaction that the minimum wage-fixing machinery established by the new Labour Code, Act No. 151 of 1970, applies to all the categories of workers covered by the Convention.

*Tanzania (ratification: 1962)**Zanzibar.*

The Committee regrets to note that once again the report for 1967-69, received too late for examination in 1970, only deals with the application of the Convention in Tanganyika. It therefore feels bound, further to its previous observations and direct requests, to point out once more that the legislation of Zanzibar does not give effect to the Convention in the following respects:

Article 2 of the Convention. The Minimum Wage Decree of 1935 makes no provision for employers' and workers' organisations to be consulted prior to the application of the minimum wage-fixing machinery in a trade or part of a trade. The Committee requests the Government to indicate whether such consultation does take place in practice, and under what conditions.

Article 3, paragraph 2 (1) and (2). Section 3 of the 1935 Decree provides that the Minister may appoint advisory boards for consultation on the fixing of minimum wage rates, whereas according to the Convention representatives of the employers and workers concerned, including representatives of their respective organisations, *must* be consulted on the application of the minimum wage-fixing machinery and be associated in its operation on an equal footing. The Committee requests the Government to indicate whether advisory boards have been appointed when minimum wage rates have been fixed for certain trades or parts of trades and, if so, to supply copies of any rules regulating the meeting and procedure of these boards that may have been issued in pursuance of section 6 of the 1935 Decree.

Article 4, paragraph 1. The 1935 Decree makes no reference to measures for ensuring that employers and workers are informed of the minimum wage rates in force. The Committee requests the Government to indicate what measures have been taken or are contemplated in this respect.

Moreover, the Government has never supplied in respect of Zanzibar information concerning the practical application of the Convention as required by Article 5 of the Convention (which calls, for instance, for a list of the trades in which minimum wage-fixing machinery exists and a statement giving the approximate numbers of workers covered, the minimum wage rates fixed, etc.).

The Committee trusts that the next report will contain the detailed information requested above on the application of the Convention to Zanzibar and that the Government will not fail to take the necessary steps to give full effect to the Convention.

Venezuela (ratification: 1944)

Further to the direct contacts which took place in 1969 and to its observation of 1970, the Committee notes with interest Resolution No. 188 of 7 August 1970, fixing the membership of the commission made responsible by Order No. 137 of 6 November 1969 for studying the conditions of work in the different industries in order to determine those for which a minimum wage-fixing board should be set up. The Committee hopes that the next report will contain information on the work of the commission provided for by Order No. 137 and on any decisions that may have been

taken, particularly with regard to the industries or sections of industries for which wage boards should be established.

Viet-Nam (ratification: 1955)

Article 5 of the Convention. The Committee has been informed of a communication addressed by the Vietnamese Railway Workers' Federation to the International Labour Office in August 1970 regarding the fixing of the guaranteed minimum wage for 1969 and 1970. This communication was transmitted to the Government in September 1970, so that it might have an opportunity of commenting thereon.

As the report of the Government contains no information in this respect, the Committee hopes that the next report will supply the data provided for in this Article of the Convention, in particular as regards the minimum wage rates which have been fixed.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Botswana, Burma, Burundi, Chile, India, Iraq, Lebanon, Mexico, Netherlands, Nicaragua, Peru, Uruguay.*

Information supplied by the *Syrian Arab Republic* and *Tunisia* in answer to direct requests has been noted by the Committee.

Convention No. 27: Marking of Weight (Packages Transported by Vessels), 1929

Cuba (ratification: 1954)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee notes with interest from the Government's reply to its observation of 1969 that the latter is considering appropriate formal measures with a view to ensuring that Article 1, paragraph 4, of the Convention (national laws or regulations to determine the person or body responsible for the marking of weight) is applied not only in practice but also in law.

The Committee hopes that these measures will be taken at an early date.

India (ratification: 1931)

Further to its previous observations, the Committee notes with satisfaction that the inspectors envisaged by the Marking of Heavy Packages Act have been appointed, with effect from 1 June 1969.

Indonesia (ratification: 1933)

The Committee notes the Government's statement, in reply to its previous observation, that the legislation applying hitherto (Netherlands Decree No. 46 of 9 November 1938 and Netherlands Indies Decree No. 40 of 30 November 1938) remains in force and is being effectively implemented.

A direct request for further information on the practical application of the Convention is being addressed to the Government.¹

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

Luxembourg (ratification: 1931)

The Committee has noted the statement of the Government representative to the Conference Committee in 1969 that the Government intended to proceed with the preparation of regulations giving effect both to this Convention and to Convention No. 28 so that they could come into force simultaneously with or even before the Bill to reform the Labour and Mines Inspectorate and extend the inspectorate's competence to river navigation.

The Government's reports for 1968-70 indicate that no legislation in this field has yet been published, as the river port, built in 1966, is still being developed. The Committee hopes that regulations providing for the marking of weight on packages as required by this Convention and for the protection of dockers against accidents as required by Convention No. 28 will be issued in the near future, and trusts that the Government's next report will indicate the progress made in this connection.

Peru (ratification: 1962)

See under General Observations.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Bulgaria, Indonesia, Iraq, Morocco, Pakistan.*

Convention No. 28: Protection against Accidents (Dockers), 1929*Luxembourg* (ratification: 1931)

See under Convention No. 27.

* * *

In addition, a request regarding certain points is being addressed directly to *Nicaragua.*

Convention No. 29: Forced Labour, 1930*Albania* (ratification: 1957)

The Committee regrets to note that the Government has once again failed to supply a report and that no reply has thus been provided to the Committee's earlier observations on the application of this Convention.

1. As noted in the Committee's previous observation, the Labour Code promulgated in 1966 contains a number of provisions which are inconsistent with the provisions of the Convention:

- (a) Section 2 provides that "wage and salary earners shall work wherever the higher interests of the country require". The Committee notes, in this connection, that Chapter III of the Code (Recruitment and Transfer) refers to persons being recruited and admitted to employment, but contains no provisions concerning the conclusion of employment relationships by agreement between the parties.
- (b) Sections 15 and 16 provide for the transfer of workers to other jobs or other undertakings by decision of the management or other competent authorities, but do not make transfers dependent on the worker's agreement.

- (c) Under section 55 a worker may obtain termination of his contract of employment only if he has a valid reason and he considers that such termination will not be detrimental to the interests of his undertaking.

The Committee once more expresses the hope that measures will be taken to bring these provisions into conformity with the Convention.

2. In its previous observations the Committee had also drawn attention to the need to bring the following legislation into conformity with the Convention:

- (a) Decree No. 747 of 30 December 1949, concerning the exaction of labour for road works (which, according to the last report received from the Government, was no longer applied in practice).
(b) Decree No. 1669 of 13 May 1953 and Decree No. 1781 of 14 December 1953 (which permit the imposition of corrective labour on workers by administrative decision).

3. The Committee recalls that in its previous observations it had requested the Government to provide information concerning:

- (a) the laws and regulations governing the exaction of minor communal services by agricultural co-operatives (to which the Government had referred in the last report received);
(b) any binding legislative or other provisions, state plans, etc., whereby the cultivation or delivery of certain agricultural commodities might be imposed.

Central African Republic (ratification: 1960)

In previous observations the Committee has noted that, by virtue of Ordinance No. 4 of 8 January 1966 and Ordinance No. 66/38 of 3 June 1966, all persons, of either sex, aged between 18 and 55 years, who are not incapacitated from work or registered at an educational establishment and who are unable to prove that they belong to one of eight specified categories of the active population, are liable to penal sanctions and can be directed to work of general interest, particularly the cultivation of land, and that compulsory cultivation may also be imposed under section 28 of Act No. 60/109 of 27 June 1960 concerning the development of the rural economy.

The Committee has repeatedly pointed out that these provisions, which grant the authorities extensive powers to impose forced or compulsory labour, are incompatible with the Government's obligations. In 1966 and 1968 the Government informed the Conference Committee that measures to ensure the observance of the Convention would be taken. In 1970 a Government representative informed the Conference Committee that draft legislation to repeal the two Ordinances of 1966 had been submitted to the Council of Ministers. The Committee notes with regret that, notwithstanding these repeated assurances, the Government's report contains no further information on this matter. It trusts that the Ordinances of 1966 will be repealed and Act No. 60/109 amended at an early date.¹

Dominican Republic (ratification: 1956)

The Committee notes with regret that, in the absence of a report, no information is available in answer to direct requests repeatedly addressed to the Government

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

since 1967. The Committee is once more addressing a direct request to the Government and urges it to supply full information on the matters mentioned therein.

See also under Convention No. 105 (point 1).

Ecuador (ratification: 1954)

The Committee regrets to note that the Government has once more failed to supply a copy of the regulations governing prison labour, which the Committee has repeatedly requested since 1959. In view of the Government's persistent failure to supply this legislation, the Committee is unable to satisfy itself that the conditions and guarantees laid down in Article 2, paragraph 2 (c) of the Convention, with respect to the exaction of work or services from persons convicted in a court of law, are observed in Ecuador.¹

Gabon (ratification: 1960)

In previous observations the Committee has noted that, by virtue of Ordinance No. 50/62 of 21 September 1962, any physically fit citizen over 18 years of age who does not prove that he has an occupation or is registered at an educational establishment may be required, subject to penal sanctions, to take up employment to which he is directed by the authorities.

The Committee has repeatedly pointed out that these provisions, which grant the authorities extensive powers to impose forced or compulsory labour, are incompatible with the Government's obligations under the Convention. The Government stated to the Conference Committee in 1966, 1968 and 1969 that measures were being taken to bring this legislation into conformity with the Convention. In 1970 a Government representative informed the Conference Committee that the Government intended to repeal the Ordinance and that draft legislation to this effect had been submitted by the Minister of Labour to the Government.

The Committee notes with regret that, notwithstanding these repeated assurances, the Government's report contains no further information on this matter. It trusts that the above-mentioned Ordinance will be repealed at an early date.¹

Guinea (ratification: 1961)

See under Convention No. 105.

Haiti (ratification: 1958)

Article 2, paragraph 2 (c), of the Convention. In its previous comments the Committee had pointed out that section 230 of the Penal Code—according to which persons convicted of vagrancy are required, after having served their sentence, to reside in a place designated by the public prosecutor and to work on state works—provides for the imposition of forced or compulsory labour in circumstances not permitted by the Convention. In its latest report, the Government does not refer to this matter, but merely states that the committee responsible for revision of the Haitian Codes has considered that section 7 of the Penal Code (which enumerates various penalties which may be imposed for criminal offences) should not be repealed.

The Committee draws the Government's attention to the fact that the exaction of labour from persons serving sentences of deprivation of liberty of the kind mentioned in section 7 of the Penal Code is compatible with Article 2, paragraph 2 (c)

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

of the Convention, in so far as the sentence results from a conviction in a court of law and is carried out with due observance of the other conditions stated in this paragraph of the Convention. However, the exaction of labour for public works from persons who have completed their sentences is not permitted by the Convention. The Committee therefore once more expresses the hope that section 230 of the Penal Code will be amended so as to abolish this form of forced or compulsory labour.

Article 25. The Committee has repeatedly drawn the Government's attention to the need to lay down penal sanctions for the illegal exaction of forced or compulsory labour, as required by Article 25 of the Convention. It regrets that the Government's report contains no information on this matter, and expresses the hope that the necessary legislative provisions will be adopted at an early date.

Honduras (ratification: 1957)

The Committee notes with interest from the Government's reply to the previous observation and direct requests concerning the application of this Convention and the Abolition of Forced Labour Convention, 1957 (No. 105), that it was proposed to set up a committee composed of representatives of the Ministry of Labour and Social Welfare and the Ministry of the Interior and Justice to draft the measures required to bring the legislation mentioned in the Committee's previous comments into conformity with the requirements of these Conventions. The Committee hopes that the Government will be able to indicate in its next reports on these Conventions the results of the above-mentioned consultations and any measures which may have been taken or may be contemplated in this regard.

Iraq (ratification: 1962)

The Committee notes with satisfaction, from the information supplied by the Government in reply to its previous observation, that Act No. 64 of 13 May 1969 (under which citizens, and also certain categories of foreign residents, could be required to perform work assigned to them for the purpose of furthering the public interest) has been repealed by Act No. 232 of 21 December 1970.

Liberia (ratification: 1931)

The Committee notes that—withstanding the concern expressed in the Conference Committee in 1970 at the seriousness of the outstanding discrepancies between national legislation and practice and the requirements on the Convention—there appears to have been little change in the situation. The Committee must accordingly draw attention once more to the various measures necessary to ensure the effective implementation of the Convention.

1. *Article 25 of the Convention.* Consequent upon the repeal of the original Chapter 16 of the Labour Practices Law on 18 February 1966, national legislation no longer lays down penal sanctions for the illegal exaction of forced or compulsory labour, as required by Article 25 of the Convention. The Government informed the Conference Committee in 1969 that provisions to implement this Article were to be included in a new Penal Law and that, if the revised Penal Law could not be introduced in the session of the Legislature opening in October 1969, amendments to the existing Penal Law were to be introduced to bring it into conformity with Article 25 of the Convention. According to the Government's latest report, the draft Penal Law is still being studied by a committee.

2. *Amendment to section 346 (b) of the Penal Law.* The Commission of Inquiry appointed under article 26 of the ILO Constitution had recommended, in para-

graphs 419 and 420 of its report of 1963, that section 346 (b) of the Penal Law (which laid down an extensive definition of vagrancy, and might be used as an indirect means of compulsion to work) should be repealed during the legislative session 1963-64. In 1969 the Government informed the Conference Committee that the new Penal Law would take account of this recommendation and that, if the new Penal Law was not introduced for adoption in the legislative session opening in October 1969, the Government would have the existing Law appropriately amended. As already noted, the new Penal Law is still being studied.

3. *Article 2, paragraph 2 (c), of the Convention.* The Government stated in 1969 that the revised penal legislation would provide specifically, as required by the Convention, that work of convicted persons should be performed under the supervision and control of a public authority and that prisoners should not be hired to or placed at the disposal of private individuals, associations or companies. As already noted, the relevant legislation has not yet been adopted.

4. *Incorporation of ILO Conventions in the Liberian Code of Laws.* The Commission of Inquiry noted that, although according to the Liberian Government a ratified Convention became part of the law of Liberia upon its publication by virtue of section 80 of the Foreign Relations Law, the Liberian Code of Laws of 1956 contained no reference to international labour Conventions ratified by Liberia. In addition to recommendations on matters in respect of which specific legislative action appeared to be necessary, the Commission of Inquiry therefore recommended (in paragraph 421 of its report of 1963) that, when a revised edition of the Code of Laws was issued, the texts of these Conventions should be incorporated in it and that pending the issue of such a revised edition, an appropriate supplement to the existing Code of Laws should be issued without delay and made generally available. It appears from the Government's last report that the action recommended by the Commission of Inquiry has not yet been taken.

5. *Concession agreements.* The Commission of Inquiry recommended (in paragraphs 444, 449 and 451 of its report) that all clauses in concession agreements providing for government assistance in securing and maintaining an adequate labour supply should be abrogated not later than the legislative session of 1963-64. While specific action was taken for the amendment of one such agreement (as noted by the Committee in 1966), similar action was not taken in respect of others, but an Act of 18 February 1966 sought to make void any provision in any concession agreement which might even remotely violate Convention No. 29. However, the Committee noted that another Act adopted on the very same day had given legislative approval to a concession agreement containing a clause relating to assistance in securing and maintaining an adequate labour supply identical in its terms to that which had been criticised by the Commission of Inquiry. The Government informed the Conference Committee in 1966 that, under the provisions of the Act of 18 February 1966, it was negotiating the recommended changes with two of the companies concerned (the Liberian Mining Company and the Liberian Agricultural Corporation). A similar statement was made to the Conference Committee in 1970. In its latest report the Government has stated that the two companies in question, having taken cognisance of the Act of February 1966 abrogating the clause concerned, consider this clause deleted from their respective agreements. In the absence of duly negotiated agreements regarding this matter, the Committee trusts that copies of the correspondence between the Government and the two companies indicating the present legal position will be supplied.

6. *Local public works.* The Commission of Inquiry recommended, in paragraph 453 of its report, that a thorough review be made by the Government of policy and practice as regards the procurement of labour for work on secondary roads and public works other than those executed under major contracts. The Commission of Inquiry made this recommendation because it had been unable to reach any definite conclusion on the allegations of forced labour in public works in so far as secondary roads and public works other than those executed under major contracts were concerned. It is to be noted that, under sections 72 and 220 of the Aborigines Law, responsibility for local public works, including the construction of roads and bridges, in areas under tribal jurisdiction rests on the tribal authorities, and that section 223 of this Law provides for the supply by the Central Government for such works only of material, equipment and tools, thus leaving to the tribal authorities the responsibility for procuring the necessary labour. Evidence to this effect was also given to the Commission of Inquiry in relation to the execution of an extensive programme for the construction of secondary roads (as noted in paragraph 279 of its report).

The comprehensive review of policy and practice in regard to the procurement of labour for local public works recommended by the Commission of Inquiry appears not to have been made. In statements to the Conference Committee in 1970, a Government representative stated that the Government did not interfere with local public works, which were self-help projects, and considered that tribal authorities should be responsible for the implementation of these projects. In its latest report, the Government maintains that all roads constructed in Liberia are constructed under the agencies of the Department of Public Works and Utilities.

In view of the apparent contradictions between, on the one hand, the above-mentioned legislative provisions, the evidence given before the Commission of Inquiry and the statements made to the Conference Committee in 1970 and, on the other, the Government's latest report, it appears particularly important that the comprehensive review of the manner in which labour is procured for work on secondary roads and other public works not executed under major contracts, recommended by the Commission of Inquiry in 1963, should be made, as a basis for the issue of clear regulations on the matter.

7. *Employment services.* The Commission of Inquiry, in paragraphs 456 and 458 of its report, pointed out the need for action in the field of manpower policy to ensure the effective observance of the Convention. The Government's latest report indicates that the employment service is among the priority projects of the National Labour Affairs Agency, but gives no precise indications of the extent of existing activities or of contemplated developments.

8. *Enforcement of the prohibition of forced or compulsory labour.* Under Articles 24 and 25 of the Convention, the Government is under an obligation to ensure that the legislation relating to the prohibition of forced or compulsory labour is strictly enforced. The Commission of Inquiry indicated, in paragraphs 455 and 458 of its report, that action in the field of labour inspection was necessary to guarantee the effective fulfilment, in fact as well as in law, of the obligations which Liberia had assumed.

The Committee has repeatedly drawn attention to the importance of ensuring the strict observance of the Convention in the agricultural sector, since it was there that some of the major difficulties in the application of the Convention had existed in the past. However, on two occasions when the Government provided information on inspection activities (in 1964 and 1969) this referred to inspection visits to industrial and commercial establishments only. The Committee had also noted that, in the case

of forced labour on the farm of a former government officer considered by the Secretary of Internal Affairs in an administrative decision of 10 March 1969 (of which the Government had supplied a copy), the complaint had been made by a tribal chief to the Department of Internal Affairs, without any apparent intervention by the labour inspection services.

The Committee notes that the Government has appended to its last report on the Plantations Convention, 1958 (No. 110), a brief summary of labour inspection visits made to three agricultural undertakings in the period 1969-70. However, no detailed indications have been provided on the extent of labour inspection activities in the agricultural sector. Nor has the Government supplied information—as requested by the Committee in 1970—on the action taken to investigate the conditions on the farm of the former government officer involved in the case of forced labour examined by the Secretary of Internal Affairs in the above-mentioned administrative decision of 10 March 1969 (which, being limited to certain disciplinary measures against a serving official also involved in the case, did not include such an investigation).

The Committee once more emphasises the need for effective labour inspection in the agricultural sector in order to ensure the strict observance of the Convention, in accordance with the obligations arising out of Articles 24 and 25 of the Convention.

The Committee appeals to the Government to adopt the necessary measures to ensure the full observance of the Convention and to provide full information on the action taken.¹

Malagasy Republic (ratification: 1960)

The Committee notes with satisfaction that following its previous observations, Ordinance No. 62-062 of 24 September 1962 on the repression of idleness, and the subsequent texts on this matter, have been repealed by Act No. 70-013 of 15 July 1970.

The Committee has also taken note with interest of the establishment by Decree No. 70-250 of 26 May 1970 of a committee responsible for proposing the measures required to bring the national legislation into conformity with Conventions Nos. 29 and 87, as well as the report on the work of that committee communicated by the Government. This report proposes a series of legislative amendments on matters arising out of other comments by the Committee, and affecting in particular the Labour Code (section 2), Ordinance No. 62-065 of 27 September 1962 on the recovery of direct taxes, Decree No. 59-121 of 27 October 1959 to organise the prison services, and Ordinance No. 62-004 of 24 July 1962 laying down the competence, responsibilities and powers of the *fokonolona* (local communities). Subject to certain additional amendments to the latter Ordinance, which appear to be necessary in order to ensure the application of the Convention and are the subject of a direct request addressed to the Government, the Committee hopes that the draft amendments prepared by the aforesaid national committee will be adopted in the near future and that the Government will indicate in its next report the progress made in this respect.

Nicaragua (ratification: 1934)

In a series of direct requests and observations made since 1958, the Committee has repeatedly requested the Government to supply copies of the Police Code and any other laws and regulations governing prison labour.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

The Committee regrets to note that no report has been received this year. As a result of the Government's persistent failure to make the relevant legislation available, the Committee has been unable to satisfy itself that the conditions and guarantees laid down in Article 2, paragraph 2 (c), of the Convention, with respect to the exaction of work or services from persons convicted in a court of law, are observed in Nicaragua.¹

Sierra Leone (ratification: 1961)

The Committee notes the Government's statement, in answer to the previous direct request, that the legal and other implications of the repeal of the provisions of the Chiefdom Councils Act (Cap. 61) relating to compulsory cultivation are still under consideration. As this matter has been the subject of comments by the Committee since 1964, it hopes that measures to bring the legislation in question into conformity with the Convention will be taken at an early date.

Sudan (ratification: 1957)

1. The Committee regrets that the Government has supplied no new information on measures to bring into conformity with the Convention certain provisions of the Local Government Ordinance, 1951 (as amended), which have been the subject of comments by the Committee since 1962. In these comments, the Committee had noted that, in addition to authorising the exaction of labour in emergencies (as permitted by Article 2, paragraph 2 (d), of the Convention), paragraph 15 A of the First Schedule of the Ordinance and local orders made in pursuance of the Ordinance provided for obligatory labour by able-bodied men in connection with the maintenance of communications. It had drawn the Government's attention to the fact that the exaction of the labour in question appeared to be for local public works, falling within Articles 9 and 10 of the Convention, which:

- (a) should be progressively abolished, in accordance with Article 1 of the Convention;
- (b) in the transitional period pending abolition, should be subject to the conditions and safeguards laid down in the Convention, more particularly in Articles 9 to 17;
- (c) should be the subject of complete and precise regulations governing the use of forced or compulsory labour, in accordance with Article 23 of the Convention.

The Committee hopes that appropriate measures will be taken to meet the above requirements of the Convention, and that, pending the abolition of the compulsory labour in question, full information will be given in the Government's reports on the extent of recourse thereto, as required by Article 22 of the Convention.

2. The Committee trusts that the Government will supply at an early date the full text of the Local Government Ordinance (incorporating all amendments currently in force), as requested since 1964.

3. The Committee regrets to note that the Government's report contains no information, in reply to the Committee's previous requests, regarding Regulation 33 A of the Defence of the Sudan (General) Regulations, 1958 (as amended in 1959), under which labour may be exacted from idle persons for any work necessary or expedient for the public welfare. The Committee trusts that measures will be taken at an early date to bring these Regulations into conformity with the Convention.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in full for the period ending 30 June 1971.

Tanzania (ratification: 1962)*Tanganyika.*

In the Conference Committee in 1970 a Government representative stated that the Government had recently despatched a report on the application of the Convention in Tanzania (excluding Zanzibar) which "answered all questions concerning the application of the Convention". The Committee must record with regret that the report in question contained no information on the matters which have been the subject of direct requests and observations since 1963, but merely indicated that there had been no change in the situation. The report for 1969-70 subsequently supplied was again confined to an indication that there had been no change. The Committee must accordingly once more draw attention to the following matters:

1. *Compulsory cultivation.* Prior to its amendment in 1962, paragraph 45 of section 52 (1) of the Local Government Ordinance authorised a local authority to require persons to plant specified crops only for themselves and their families in cases where there existed a danger of a shortage of foodstuffs. This provision was amended by Act No. 64 of 1962 so as to grant local authorities general powers to impose compulsory cultivation. The Employment Ordinance was similarly amended by Act No. 82 of 1962 to except such cultivation from the prohibition of forced labour contained in that Ordinance.

The Committee observes that the powers to impose compulsory cultivation appear to be used with increasing stringency. The by-laws made initially under the above-mentioned provisions generally required the cultivation of not more than one acre of land and left a choice among various crops. More recent by-laws frequently require the cultivation of at least three acres and impose the obligation to grow the specific crops directed by the authorised officer of the District Council concerned (for example Government Notices Nos. 7, 61, 108, 157, 159, 167, 187 and 241 of 1968).

The Committee once more appeals to the Government to reconsider this matter in the light of its obligations under the Convention, and expresses the hope that the relevant provisions of the Local Government Ordinance and the Employment Ordinance will be amended so as to limit the possibility of imposing compulsory cultivation to cases of actual or threatened famine falling within the exception in respect of emergencies provided for in Article 2, paragraph 2 (*d*), of the Convention.

2. *Forced labour for public works and portorage.* Following the Government's decision in 1960 no longer to have recourse to the provisions of the Employment Ordinance permitting recourse to forced labour for public works and portorage, the Committee requested that, when an opportunity for the amendment of this Ordinance arose, the provisions relating to the exaction of forced labour would be amended so as to give statutory effect to the Government's decision. The Committee regrets that, although the Employment Ordinance has been amended on several occasions since then, the action requested by it has not been taken. It trusts that the necessary amendments to the Employment Ordinance will be made at an early date.

Zanzibar.

The Committee regrets that for the fourth year in succession no report has been supplied, so that the comments made since 1966 remain unanswered. The Committee has noted that the Preventive Detention Decree, 1964, which authorises the detention of persons by administrative decision, provides in section 5 that regulations may be made applying to such detainees any of the provisions of the Prisons Decree relating to convicted prisoners. As the Government has failed to supply information on the regulations which have been made in this regard, the Committee is not able to satisfy

itself that the terms of Article 2, paragraph 2 (c), of the Convention (which permits the exaction of labour only from persons *convicted in a court of law*) are being respected in the case of persons detained under the Preventive Detention Decree.

Ukraine (ratification: 1956)

The Committee regrets to note that, for the fourth year in succession, the Government has failed to provide any information in answer to the Committee's direct request, which related more particularly to:

- (a) the repeal of section 11 of the Labour Code of the Ukrainian SSR (which permits compulsory labour in case of shortage of manpower for carrying out important state work) or the limitation of this provision to cases of emergency as defined in Article 2, paragraph 2 (d), of the Convention;
- (b) the obligations in regard to delivery of agricultural produce by collective farms imposed by Orders of the Central Committee of the Communist Party of the Soviet Union and the Council of Ministers of the USSR dated 9 March 1955 and 20 March 1964;
- (c) the rights of members of collective farms freely to terminate such membership and the obligations arising from membership;
- (d) the Ukase of the Presidium of the Supreme Soviet of the Ukrainian SSR of 12 June 1961 (as amended) to intensify the campaign against persons evading socially useful work and leading an anti-social, parasitic way of life, which permits the compulsory direction to employment of certain persons, subject to penal sanctions;
- (e) the supply of certain legislative texts.

The Committee is once more addressing a direct request to the Government on the above matters, taking account of several relevant legislative developments in 1970 which have come to its knowledge. It expresses the earnest hope that full information on all these matters will be available for examination by the Committee at its next session.

United Arab Republic (ratification: 1955)

See paragraph 49 of the General Report.

USSR (ratification: 1956)

In direct requests made since 1962, the Committee has referred to the Ukase of the Presidium of the Supreme Soviet of the RSFSR of 4 May 1961 to intensify the campaign against persons evading socially useful work and leading an anti-social, parasitic way of life and to the Ukase of 20 September 1965 amending the provisions of the Ukase of 1961. The Committee had noted that, under this legislation, persons might be compulsorily directed to employment by a decision of the executive committee of a Soviet of Working People's Deputies (which was final and without appeal) and that, if they failed to comply with such a decision, they were liable to be sentenced to corrective labour by a people's court. The Committee had pointed out that work undertaken pursuant to such a decision was labour performed under the menace of a penalty and for which the person concerned had not offered himself voluntarily. The work accordingly fell within the definition of "forced or compulsory labour" contained in Article 2, paragraph 1, of the Forced Labour Convention, and was not covered by the exception provided for in Article 2, paragraph 2 (c), of the Convention relating to labour exacted as a consequence of a conviction in a court of law. The

Committee had expressed the hope that measures would be taken to bring this legislation into conformity with the Convention.

The Committee regrets that the Government's last report contained no information on this matter. It has however noted that the provisions of the Ukase of 1961 have been amended by Ukase of the Presidium of the Supreme Soviet of the RSFSR of 25 February 1970. The Committee observes that, under section 2 of the amended text, the executive committee of a Soviet of Working People's Deputies may—as before—issue orders for compulsory direction to employment of persons falling under this legislation, and that wilful non-compliance with such an order is punishable with imprisonment or corrective labour for up to one year, under section 6 of the Ukase, as amended, and section 209 (1) of the Penal Code (inserted by Ukase of the Presidium of the Supreme Soviet of the RSFSR of 25 February 1970).

Recalling its earlier comments on the matter and the explanations contained in paragraph 55 of the general survey of forced labour in its report of 1968, the Committee once more expresses the hope that measures will be taken to bring the above-mentioned legislation into conformity with the Convention, which provides for the suppression of forced or compulsory labour in all its forms.

The Committee hopes that appropriate measures will also be taken in regard to corresponding legislation in force in other Union Republics.

Upper Volta (ratification: 1960)

The Committee notes with interest, from the information communicated to the Conference Committee in 1970, that an inter-ministerial committee had been established to prepare the amendments required to bring national legislation into conformity with the Convention; this body was to meet in May 1970. The Committee regrets, however, that the report due this year has not been received, so that no further information is available on the measures taken or contemplated to eliminate the discrepancies between national legislation and the Convention to which the Committee has previously drawn attention. These discrepancies are as follows:

- (a) under Act No. 6-63-AN of 12 February 1963 (as amended by Ordinance No. 45/PRES of 30 October 1966), all men and women over 18 years of age may be called up by the Government, for successive periods of two years, for work of national interest (including private undertakings), contrary to Articles 1 and 4 of the Convention;
- (b) under section 2 of the Labour Code and sections 91 and 99 of the Order of 4 December 1950 to issue prison regulations, prisoners may be hired out to private persons or undertakings, contrary to Article 2, paragraph 2 (c), of the Convention;
- (c) under section 14 of Act No. 25-60 of 3 February 1960 (as amended by Ordinance No. 43/PRES of 3 October 1966), forced labour may be imposed for the recovery of taxes, contrary to Article 10 of the Convention.

The Committee trusts that measures to eliminate these discrepancies, which have been the subject of observations since 1965, will be taken in the near future.¹

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In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Burundi, Byelorussia, Chad, Dominican Republic, Gabon,*

¹ The Government is asked to supply full information to the 56th Session of the Conference and to report in detail for the period ending 30 June 1971.

Kuwait, Lesotho, Malagasy Republic, Poland, Tanzania, Ukraine, USSR, Venezuela, Viet-Nam.

Information supplied by *Portugal* in answer to a direct request has been noted by the Committee.

Convention No. 30: Hours of Work (Commerce and Offices), 1930

Chile (ratification: 1925)

For a number of years the Committee has drawn the attention of the Government to certain discrepancies between the national legislation and the Convention. The Government indicated in its report for 1964-66 that a revision of the Labour Code was planned. The Committee notes that no further action appears to have been taken on this proposed revision. It hopes that steps will be taken in the near future to eliminate the discrepancies between the Convention and section 108, sub-section 2, of the Labour Code (which excludes from its scope certain employees); to amend section 131 of the Labour Code, with a view to limiting exceptions to the cases covered by Article 7, paragraphs 1 and 2, of the Convention; and to fix the maximum overtime that may be authorised in conformity with Article 7, paragraph 3. Furthermore, the Committee recalls that Article 8 of the Convention provides for consultation with the workers' and employers' organisations concerned in respect of measures to be taken under Article 7.

Haiti (ratification: 1952)

See under Convention No. 1.¹

Iraq (ratification: 1965)

Further to its previous comments, the Committee notes with satisfaction the adoption of the Labour Law, No. 151 of 1970, by which certain discrepancies between national legislation and Articles 1, 7 and 8 of the Convention have been eliminated.

Certain other matters relating to the new Labour Law are dealt with in a direct request.

Nicaragua (ratification: 1934)

Further to its previous observation, the Committee notes with satisfaction the promulgation on 14 April 1969 of certain amendments to the Labour Code modifying section 56 of the Code so as to bring it into conformity with Article 7, paragraph 2 (a), and expanding section 15 of the Code so as to ensure that every employer shall (i) give notice of hours of work and rest intervals by posting notices, and (ii) keep a register of all additional hours worked, in conformity with Article 11 of the Convention.

Article 7, paragraph 2 (c), (d), and paragraphs 3 and 4; Article 8 of the Convention.
See under Convention No. 1, Article 6.

Spain (ratification: 1929)

Further to its previous comments, the Committee notes the Government's assurance that in the drafting of the text of the General Labour Bill full account will be

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

taken of the provisions of the Convention. The Committee recalls that certain sections of the Act of 9 September 1931 are not in conformity with the Convention. Thus, section 8 of the Act of 1931, which provides for the making up of lost hours of work, does not fix the number of working days during which the time lost can be regained, nor does it require that the competent authority be notified of general interruptions of work and results of alterations of the working timetable as prescribed by Article 5 of the Convention; and section 103 of the Act of 1931, which makes operative the Act of 4 July 1918 allowing the working of a ten-hour day by certain commercial employees, is contrary to Article 3 of the Convention.

See also the observation made under Convention No. 1 regarding sections 4 and 11 of the Act of 9 September 1931.

The Committee trusts that the General Labour Bill referred to by the Government since 1958 will soon be adopted and bring national legislation into full conformity with the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Finland, Guatemala, Iraq, Kuwait, Norway, Panama, Paraguay, Syrian Arab Republic, United Arab Republic.*

Information supplied by *Bulgaria* and *Uruguay* in answer to a direct request has been noted by the Committee.

Convention No. 32: Protection against Accidents (Dockers) (Revised), 1932

Algeria (ratification: 1962)

As regards the safety of regular approaches over quays, the Committee notes with satisfaction the Government's statement, made in reply to previous direct requests, that a decision has been taken to include the provisions of Article 2 of the Convention in the special regulations governing the ports of Algeria and that instructions have been issued to ensure that this provision is implemented. As regards Article 17 (3) of the Convention, the Committee notes the Government's statement that the same regulations provide for the posting up of the text of provisions concerning the safety of workers.

Argentina (ratification: 1950)

Further to its previous observations, the Committee notes the statement made by a Government representative to the Conference Committee in 1970 that, although the Convention was applied in practice, more specific provisions were required to give it full effect, and that the Government was continuing work on the preparation of the Bill concerning safety measures for dockers. The Committee also notes the statement, in a communication received from the Government, that it intends to pursue its efforts to attain legislative conformity with ratified Conventions, including this Convention, in so far as it may still be required. This intention, the Government indicates, is reflected in the new policies to promote full social and economic development.

The Committee recalls that since 1958 the Government has repeatedly indicated its intention of bringing the national legislation into conformity with the Convention, and trusts that the necessary measures will be adopted in the very near future.¹

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Belgium (ratification: 1952)

Article 6 of the Convention. The Committee notes from the Government's reply to its previous observations that, pending the outcome of the Government's consultations with the other countries concerned and without prejudice to the decision which it may take, the Government wishes to know whether an exemption from the provision of Article 6 of the Convention, limited to ships engaged in navigation on the Rhine, would be compatible with Article 15.

The Committee accordingly wishes to point out that, while Article 15 of the Convention refers to "certain special ships or special classes of ships or ships below a certain small tonnage", this Article, as indicated by the Committee in its observations of 1961 and 1962, does not provide for general exemptions such as an exemption covering inland navigation. The Committee considers that the same conclusion must apply to navigation on a particular river or basin. As regards navigation on the Rhine, the Committee, in previous observations, had already referred to the importance of such navigation from the point of view of the application of the Convention. It therefore reiterates the hope that the Government will take steps to ensure the full application of Article 6 of the Convention to ships engaged in inland navigation, or to limit the exemptions permitted to special classes of these ships, as allowed under Article 15 of the Convention.

Chile (ratification: 1932)

The Committee notes the information supplied by the Government in reply to its previous comments. Recalling the terms of these comments which have been made since 1963, the Committee must again point out that Decree No. 655 of 7 March 1941 fails to satisfy the requirements of the Convention in regard to the following points: Article 2, paragraph 2 (3); Article 3, paragraph 3; Article 5, paragraphs 2, 3, 4 and 6; Article 9, paragraph 2, subparagraphs 1, 3, 4, 7, 8 and 9; Article 11, paragraphs 3-7; Article 12 and Article 14.

The Committee trusts that the Government will take measures at an early date to give full effect to the Convention.

France (ratification: 1955)

Article 1 of the Convention. Further to its previous observations, the Committee notes with interest the statement in the Government's report that Decree No. 56-296 of 2 March 1956 by which this Convention was published in France has the effect of rendering the latter applicable *ipso facto* to inland navigation in France, without there being any need for a special text for this purpose. Bearing in mind the uncertainty which seems to have existed previously as to the scope of the Convention, and in particular the statement made in 1965 before the Conference Committee that special provisions to apply the Convention to inland navigation were being considered by the competent services, the Committee would be glad if to the Government would supply more detailed information on all relevant legislation or regulations, as well as all practical measures, concerning the application of the various provisions of the Convention to loading and unloading operations in inland navigation.

Italy (ratification: 1933)

The Committee has drawn the Government's attention in its previous comments to the fact that it is unable to ascertain to what extent the Convention is actually

applied in Italy, on account of the multiplicity of harbour regulations, most of which have not been transmitted to it. The Government has been referring for several years in its report to the preparation of general regulations applicable to all the national ports, which would have the effect, *inter alia*, of eliminating the aforesaid difficulty. According to the information communicated by the Government to the Conference Committee in 1969, the Bill authorising the Ministry of Labour to make these regulations was about to be submitted to Parliament for adoption.

The Committee notes from the Government's latest report that this Bill is now before Parliament. It trusts that every effort will be made to secure the speedy adoption of national regulations applying the different provisions of the Convention.

Mexico (ratification: 1934)

Articles 4, 6, 11 and 13 of the Convention. Further to its previous observations, the Committee notes with interest the Government's statement in its report for 1968-70 that the general provisions on maritime and related activities, contained in the new Federal Labour Act which came into force on 1 May 1970, require the early adoption of new implementing regulations, and that the regulations will have to include provisions giving effect to these Articles of the Convention.

The Committee further notes that, in view of the urgent need for such measures, a circular has already been issued, the application of which has been entrusted to the State Secretariat of the Navy (*Secretaría de Marina*) and a copy of which is annexed to the report. The Committee notes that the directives in this circular are in conformity with the provisions of these Articles of the Convention. It would be glad, however, if the Government would supply the following information in its next report, in view also of Article 17 of the Convention: (1) what provision has been made for an efficient system of inspection and for penalties for breaches of the terms of the circular? and (2) what measures have been taken to ensure that copies or summaries of the circular shall be posted up in prominent positions at docks, wharves, quays and similar places?

Since it appears from the Government's statement that the matters dealt with in the circular will be covered by the regulations under the new Federal Labour Act, the Committee trusts that these regulations will be issued at an early date, full account being taken of the requirements of the Convention, and that the Government will indicate in its next report the progress made in this regard.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Bulgaria, China, Finland, France, Honduras, Netherlands, Peru, Sierra Leone, Singapore.*

Convention No. 33: Minimum Age (Non-Industrial Employment), 1932

Mauritania (ratification: 1961)

See under General Observations.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Central African Republic, Chad, Dahomey, Guinea, Ivory Coast, Mali, Niger, Senegal, Upper Volta.*

Information supplied by the *Malagasy Republic* and *Togo* in answer to a direct request has been noted by the Committee.

Convention No. 35: Old-Age Insurance (Industry, etc.), 1933

Czechoslovakia (ratification: 1949)

Article 8, paragraph 2 (b), of the Convention. The Committee notes with satisfaction that, following its previous observations, section 141 of the Social Security Act, No. 101 of 1964, which authorised the people's committees to withhold in part, if they considered them to be unduly high, benefits due to persons who had played an important role under the former political and economic system, has been repealed by section II, subsection 19, of Act No. 161 of 19 December 1968.

France (ratification: 1939)

The Committee regrets to note that the Government's report does not reply to its previous observations with respect to the additional allowance introduced by the Act of 30 June 1956, which should be payable either to all foreign insured persons, in conformity with paragraph 2 of Article 12 of the Convention, or to foreign insured persons who are nationals of Member States bound by the Convention, in accordance with paragraph 3 of this Article (depending on whether this allowance, which supplements the invalidity and old-age benefits payable under different schemes, is or is not payable out of public funds), regardless, moreover, of the existence of the reciprocity agreements provided for in the Act.

While paying due consideration to the fact that this additional allowance is already being granted to foreign persons who are nationals of certain States, under individual bilateral agreements, the Committee again hopes that the Government will reconsider the matter and take appropriate steps to ensure that all the foreign nationals covered by the Convention are granted the additional allowance.¹

Peru (ratification: 1945)

Article 2 of the Convention. See under Convention No. 24, Article 2.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Ecuador, Peru, Poland.*

Convention No. 36: Old-Age Insurance (Agriculture), 1933

Czechoslovakia (ratification: 1949)

See under Convention No. 35.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

France (ratification: 1939)

See under Convention No. 35.

Peru (ratification: 1945)

Article 2 of the Convention. See under Convention No. 24, Article 2.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Peru, Poland.*

Convention No. 37: Invalidity Insurance (Industry, etc.), 1933

Chile (ratification: 1935)

Article 5 of the Convention. In the observations and requests that it has been making to the Government since 1961, the Committee has drawn attention to the provisions of the legislation establishing for most of the schemes applicable to *employees* a qualifying period longer than that prescribed by the Convention for entitlement to invalidity pension. In reply to these comments, the Government indicated to the Conference in 1967 and in its report for 1966-68, received in 1970, that a Bill for the revision of the social security system was before the National Congress, and would take into account the points raised by the Committee, namely: (a) the non-conformity with the Convention of section 10 of Act No. 10475 of 1952, under which employees in the private sector who are 45 years old or over must have completed a qualifying period of more than five years; (b) the non-conformity with the Convention of Acts Nos. 1340bis of 1930 (section 23) and 8569 of 1946 (section 35), and of Decree No. 2259 of 1931 (section 1), applying respectively to public employees, bank employees, and employees of the state railways, which provide for periods of contribution longer than those prescribed by the Convention.

While regretting to learn from additional information communicated by the Government that this Bill was not adopted by the National Congress, the Committee notes that the Government has not lost sight of this reform which continues to occupy a position of priority in its programme and that the comments of the Committee are being taken into consideration. The Committee hopes that the Government will make every possible effort to bring national legislation into conformity with the Convention in the near future and would be grateful if the Government would indicate in its next report the progress made in this regard.¹

Czechoslovakia (ratification: 1949)

Article 9, paragraph 2 (a), of the Convention. See under Convention No. 35, Article 8, paragraph 2 (b).

France (ratification: 1939)

Article 13 of the Convention. See under Convention No. 35, Article 12.

¹ The Government is asked to report in detail for the period ending 30 June 1971.

Peru (ratification: 1945)

Article 2 of the Convention. See under Convention No. 24, Article 2.

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In addition, requests regarding certain points are being addressed directly to the following States: *Ecuador, Peru, Poland.*

Convention No. 38: Invalidity Insurance (Agriculture), 1933*Chile* (ratification: 1935)

Article 5 of the Convention. See under Convention No. 37.

Czechoslovakia (ratification: 1949)

See under Convention No. 37.

France (ratification: 1939)

Article 13 of the Convention. See under Convention No. 35, Article 12.

Peru (ratification: 1945)

Article 2 of the Convention. See under Convention No. 24, Article 2.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Peru, Poland.*

Convention No. 39: Survivors' Insurance (Industry, etc.), 1933*Czechoslovakia* (ratification: 1949)

Article 11, paragraph 2 (a), of the Convention. See under Convention No. 35, Article 8, paragraph 2 (b).

Peru (ratification: 1945)

Article 2 of the Convention. See under Convention No. 24, Article 2.

Article 4, paragraph 2. The Committee notes with regret that the Government's report does not reply to its previous direct requests concerning the duration of the contribution period required for entitlement to survivors' benefits, which is fixed at 180 months by the Presidential Decree of 11 July 1962 supplementing Act No. 13724 on the social insurance of salaried employees, except in certain circumstances such as death resulting from an occupational accident or disease, and for certain groups of insured persons fulfilling specific conditions. These provisions are not in conformity with the Convention, which provides that the duration of the qualifying period must under no circumstances exceed sixty contribution months. The Committee trusts that the Government will give details in its next report of the action taken or contemplated to bring the national legislation into full conformity with the Convention.

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In addition, requests regarding certain points are being addressed directly to the following States: *Ecuador, Peru, Poland*.

Convention No. 40: Survivors' Insurance (Agriculture), 1933

Czechoslovakia (ratification: 1949)

See under Convention No. 39.

Peru (ratification: 1945)

Article 2 of the Convention. See under Convention No. 24, Article 2.

Article 4, paragraph 2. See under Convention No. 39, Article 4, paragraph 2.

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In addition, requests regarding certain points are being addressed directly to the following States: *Peru, Poland*.

Convention No. 41: Night Work (Women) (Revised), 1934

Afghanistan (ratification: 1939)

See under Convention No. 4.

Central African Republic (ratification: 1960)

See under Convention No. 4.

Hungary (ratification: 1936)

Further to its previous observations concerning the need for measures to ensure the application of the basic provisions of the Convention, the Committee notes from the Government's statements to the Conference Committee in 1970 and in its report for 1969-70 that further efforts have been made to restrict night work by women in industry.

Since, however, the legislation still contains no general prohibition of the employment of women at night in industrial undertakings, the Committee once again urges the Government to take early steps to ensure full compliance with this Convention, which was ratified thirty-five years ago.¹

Peru (ratification: 1945)

See under General Observations.

Convention No. 42: Workmen's Compensation (Occupational Diseases) (Revised), 1934

Argentina (ratification: 1950)

See paragraph 49 of the General Report.

Australia (ratification: 1959)

In its earlier direct requests under both Convention No. 18 and Convention No. 42, the Committee had drawn the Government's attention to provisions of the

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

legislation of the various constituent states which were not in conformity with these Conventions, either because the legislation contained no schedule of occupational diseases or because the schedule that existed was incomplete.

In its report for 1968-69 (received too late for examination in 1970), the Government stated that the amendments to the *Commonwealth Employees' Compensation Act* announced by the Government in its previous reports were to be submitted to Parliament very shortly, and that in the *Australian Capital Territory*, the *Northern Territory*, *New South Wales*, *Tasmania* and *Victoria* consideration was being given to the possibility of amending the workmen's compensation legislation so as to bring it into formal compliance with the Convention.

Since this matter has been the subject of comment since as long ago as 1962, the Committee hopes that the necessary measures will be taken in the near future both by the above-mentioned states and by the other constituent states whose legislation is not entirely in conformity with the Convention, and requests the Government to indicate in its next report the progress made in this respect.

Bolivia (ratification: 1954)

For several years the Committee has been pointing out to the Government that there are certain discrepancies between the national legislation and the Convention, in particular on the following points: (a) *anthrax infection* (the table of occupational diseases in Schedule I to the Social Security Code does not list anthrax infection among the occupational diseases in respect of which compensation is payable); (b) *silicosis in association with tuberculosis* (the table in question makes no reference to silicosis in association with tuberculosis); (c) *all the nitro- and amido-derivatives of benzene or its homologues* (the table in question sets out only certain of the nitro- and chloro-nitro-compounds of benzene or its homologues); (d) *the list of occupations likely to result in any of the occupational diseases listed in the Convention* (the Social Security Code does not contain a list of this nature, from which it is to be assumed that it is for the worker to prove the occupational origin of his disease; this is contrary to the Convention, which establishes in this respect a presumption of occupational origin in the worker's favour for all the diseases listed in the left-hand column of the schedule to Article 2 of the Convention when they afflict workers employed in the corresponding trades, industries or processes listed in the right-hand column of the schedule).

Since the report for 1968-69 contained no new information and no report has been received this year, the Committee trusts that the Government, in accordance with the assurance given in its reports received in 1965 and 1967, will not fail to take the necessary measures to complete in the above-mentioned respects the table of occupational diseases in Schedule I to the Social Security Code, and that it will indicate in its next report the progress made in this regard.¹

Burundi (ratification: 1963)

Further to its previous comments, the Committee notes with satisfaction that Ministerial Ordinance No. 110/83 of 3 July 1970 has amended section 3, subsection 3, of Ministerial Order No. 110/731 of 15 June 1965 defining occupational diseases, so as to include the "loading and unloading or transport of merchandise" (Article 2 of the Convention) among the operations likely to cause anthrax infection.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

Republic of South Africa (ratification: 1952)

The Committee notes with regret that the Government has supplied no report for 1969-70, and that it therefore has no information available in reply to its previous observations, in which it pointed out the divergencies between national legislation and the Convention as regards tuberculosis in association with silicosis and other points in relation with poisoning by arsenic, mercury and phosphorus, and primary epitheliomatous cancer of the skin.

Spain (ratification: 1958)

Further to its earlier comments, the Committee has noted with satisfaction the adoption of Decree No. 2229 of 9 July 1970, which has extended the schedule appended to the Decree of 13 April 1961 so as to cover all operations likely to cause poisoning by benzene or its homologues and their nitro- and amido-derivatives (items 15 and 16 of the schedule) and to include operations involving the loading and unloading or transport of merchandise in general among the activities likely to cause anthrax infection (item 19).

Turkey (ratification: 1946)

Further to its previous comments, the Committee notes with regret from the Government's report that the draft regulations prepared in 1965 under sections 11 B and 135 A (f) of the Social Insurance Law, 1964, have not yet been adopted, and that the new list of occupational diseases established by these regulations has not eliminated the divergencies with the schedule in the Convention to which the Government's attention has been drawn ever since 1964.

The Committee notes, however, that the Government proposes to take the necessary action to ensure that fuller effect is given to the Convention on these points. It trusts that this action will be taken shortly and that the next report will indicate the progress made in this respect.

United Kingdom (ratification: 1936)

Further to its previous comments concerning *anthrax infection*, poisoning by *halogen derivatives of hydrocarbons of the aliphatic series* and *pathological manifestations due to radiations*, the Committee is bound to note that the review of the social security legislation mentioned by the Government in its previous reports has not brought about the amendments required to ensure the full application of the Convention. It is accordingly bound to take up the matter again in a new direct request to the Government.

Uruguay (ratification: 1954)

The Committee notes with regret that the Government's report has once again not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee takes note of the information supplied by the Government to the Conference Committee in 1967 and in its report, in reply to numerous observations and requests concerning the omission, in national legislation, of certain diseases considered to be occupational or of the activities likely to cause these diseases mentioned in Article 2 of the Convention. National legislation, in effect, makes no mention of poisoning by *phosphorus and its compounds*, *arsenic and its compounds*, *the halogen derivatives of hydrocarbons of the aliphatic series*, nor of the *activities which give rise to these poisonings*. Moreover, the list of occupational diseases and corresponding activities which appears in the various legislative texts mentioned by the Government is incomplete as concerns

poisoning by *lead, mercury, benzene and its homologues and their nitro- and amido-derivatives, silicosis in association with tuberculosis, anthrax infection and pathological manifestations due to radiation.*

In reply, the Government declared that under Act No. 11577 of 14 October 1950 the State Insurance Bank considers as occupational diseases all diseases contracted as a result of or at the time of performing unhealthy work; consequently, compensation is not limited by a strict list of occupational diseases, legal protection being afforded in all cases where there is evidence that the disease results from working conditions. The Government also indicates that numerous decrees have declared all activities likely to cause occupational diseases to be unhealthy. It appears from these statements that the diseases covered by the Convention and not expressly referred to in national legislation only entail the right to compensation, provided they are contracted in an activity which has been declared to be unhealthy and it is proved they have occurred as a result of this activity.

This system of compensation, which might in certain cases cover the vast majority of diseases does not afford the protection provided by the Convention, which, in listing on the one hand the diseases which are considered to be occupational and on the other hand the trades and industries likely to cause them, automatically establishes a presumption of occupational origin in respect of those diseases which appear in the left-hand column of the Schedule in Article 2 thereof, when these diseases occur in workers employed in industries or belonging to the trades listed in the right-hand column of this Schedule. The Convention thus frees them from the burden of proof which in certain cases might be difficult to provide.

None the less, the Committee would point out that the compensation scheme established by Act No. 11577 of 14 October 1950 would not be incompatible with the Convention if it were supplemented by a double-list system corresponding to that of the Convention and affording the workers covered by Article 2 of the Convention a protection at least equal to that provided by the Convention. This protection might be ensured either by legislation or by administrative measures, as for example by instructing the competent insurance organisations (in this case, the State Insurance Bank) to consider as occupational diseases the diseases listed in the Convention when contracted by workers employed in the industries listed in the Schedule in Article 2 of this text without their needing to prove that these diseases "were caused by work or were contracted when performing work" or that the industries in question had been declared to be unhealthy.

The Committee trusts that the necessary measures will be taken in the near future so as to ensure full application of the Convention by one or other of the methods mentioned above. It also hopes that the Government will not fail to indicate in its next report the progress made in this connection.

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In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Australia, Haiti, Honduras, Turkey, United Kingdom.*

Information supplied by the *Federal Republic of Germany* in answer to a direct request has been noted by the Committee

Convention No. 43: Sheet-Glass Works, 1934

Mexico (ratification: 1938)

Further to its previous comments, the Committee notes with satisfaction the enactment of the new Federal Labour Act of 23 December 1969, sections 65 to 68 of which bring national legislation into conformity with Article 3 of the Convention. Furthermore, the Committee notes with interest the Government's statement that the keeping of a record of additional hours worked, in conformity with the provisions of Article 4 (c) of the Convention, is normally ensured by collective agreement.

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In addition, a request regarding certain points is being addressed directly to *Mexico*.

Convention No. 44: Unemployment Provision, 1934

Peru (ratification: 1962)

Further to the observations and requests that it has been making since 1965, the Committee notes with regret that no progress has been made in the application of the Convention. On several occasions the Government had indicated that the Committee set up to draft a new Labour Code was considering the establishment of a system of unemployment insurance guaranteeing compensation or allowances to habitually employed wage or salary earners who had become involuntarily unemployed. The Government's report, however, no longer refers to this question, and contains no information on the state of advancement of the work of the committee.

In these circumstances, and while noting the reasons which, according to the Government's statement, have hitherto prevented the adoption of legislation giving effect to this Convention, the Committee can only express its concern in the face of this situation and hopes that the Government will spare no effort—as it indicates in its report—to fulfil its commitments under the Convention in the very near future.

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In addition, a request regarding certain points is being addressed directly to *Algeria*.

Convention No. 45: Underground Work (Women), 1935

Afghanistan (ratification: 1937)

See under Convention No. 4.¹

China (ratification: 1936)

Article 1 of the Convention. In its previous observations the Committee has frequently pointed out that the Mines Act, 1950, refers only to mines which employ simultaneously 50 or more workers, whereas the Convention applies to all mines, regardless of the number of workers employed. It notes the information communicated by the Government, to the effect that the new Labour Code in preparation will apply to all mines and quarries, irrespective of the number of persons employed there, thus bringing the national legislation into conformity with the Convention. The Committee also notes that in its latest report the Government supplies no additional information on the progress made in the drafting of the Labour Code. It trusts that the Government will now take action with a view to adopting the Code, or take other appropriate action to bring the national legislation into conformity with this provision of the Convention.

Federal Republic of Germany (ratification: 1954)

Article 3 of the Convention. Further to its previous requests regarding the exceptions contained in section 28 of the Hours of Work Ordinance of 30 April 1938, which are more extensive than those provided for in Article 3 of the Convention, the Committee notes with interest the Government's statement that the Federal

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Minister for Labour and Social Affairs has set up a working party to ascertain how far the provisions of this Ordinance require to be adapted to changed social, economic and technical circumstances, in the light of the comments of the Committee.

The Committee requests the Government to supply information as to any action taken to bring the exceptions authorised by section 28 of this Ordinance into conformity with Article 3 of the Convention.

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In addition, requests regarding certain points are being addressed directly to the following States: *Guatemala, Guinea, Guyana, Yugoslavia.*

Convention No. 48: Maintenance of Migrants' Pension Rights, 1935

Hungary (ratification: 1937)

Further to its previous comments, the Committee notes the statement of the Government to the Conference in 1970 and the additional information supplied in its report concerning the problems which the application of the Convention poses for it, account being taken in particular of the state of ratifications and the evolution and characteristics of migration from or to Hungary. The Government indicates that the question of the maintenance of pension rights of migrants who have gone to another country to take up employment there arises in the first place within the framework of relations with neighbour countries of Hungary, some of which have ratified the Convention, and gives rise to no difficulties to the extent that bilateral agreements have been concluded with each of these countries; it requests the Committee to indicate in what manner other States which have ratified the Convention but have not concluded bilateral agreements amongst themselves overcome the problems of principle and practice posed by the application of the Convention.

The Committee, referring to the clarification already given in its observations of 1966 and 1970, can only point out again that although bilateral agreements are compatible with the Convention and may prove useful in the cases referred to in Articles 6 and 8 and within the framework of the administrative assistance provided for in Part IV, the purpose of the Convention is to establish directly between ratifying States a reciprocal international system for the maintenance of pension rights, which becomes applicable by the mere fact of ratification. As regards the question put by the Government, the scope of which is limited in practice to relations of countries between which there are or have been migratory movements (regardless of the characteristics of these movements, as the Committee points out in a new direct request) but which are not bound by any individual bilateral or multilateral agreement, the Committee can quote the case of two governments (the Netherlands and Poland) which have always indicated that they found no difficulty in applying the Convention in the absence of a bilateral agreement, the former country, in particular, relying on the Convention to ensure the maintenance of rights of beneficiaries residing, *inter alia*, in Hungary.

The Committee accordingly trusts that the Government will wish to review its position, with a view to ensuring the full application of the Convention, and that it will be able to give details of the action envisaged towards this end in its next report.

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In addition, requests regarding certain points are being addressed directly to the following States: *Hungary, Poland*.

Convention No. 49: Reduction of Hours of Work (Glass-Bottle Works), 1935

Mexico (ratification: 1938)

See under Convention No. 43.

* * *

In addition, a request regarding certain points is being addressed directly to *Mexico*.

Convention No. 50: Recruiting of Indigenous Workers, 1936

Somali Republic (former British Somaliland) (ratification: 1960)

In its previous direct requests to the Government, the Committee had suggested that the provisions of the Labour Code designed to prohibit the participation of intermediaries in placement should be extended in order to ensure full compatibility with the Convention. Although no report has been received from the Government, the Committee has noted with interest the provisions of section 131 of the new Labour Code adopted in 1969, under which employers are obliged to have recourse to the public employment service when engaging workers, subject to certain exceptions which do not affect the application of the Convention. The Committee notes that having regard to these provisions any possibility of recruiting in the sense of the Convention appears henceforth to be excluded.

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In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Botswana, Burundi, Cameroon* (Western Cameroon), *Ghana, Guyana, Singapore, Tanzania*.

Convention No. 52: Holidays with Pay, 1936

Albania (ratification: 1957)

The Committee regrets to note that the Government has not supplied a report and that no reply has thus been made to the Committee's earlier observations on the application of this Convention. An examination of the new Labour Code of 1966 indicates however that the provisions of the 1956 Labour Code (section 93) permitting postponement and cash compensation in lieu of holidays have not been reproduced in the new text, but that the latter does not contain any provisions to give effect to Article 2 (3) (b) (non-inclusion in the annual holidays of interruptions of work due to sickness), Article 3 (a) (holiday remuneration to include cash equivalent of payments in kind), Article 6 (compensation for holiday due in case of dismissal) and Article 7 of the Convention (the keeping of records).

The Committee hopes that all appropriate measures will be taken to ensure the full application of the Convention, either within the framework of the Code, or through special provisions.

Burma (ratification: 1954)

The Committee notes with regret that the Government's report contains no reply to its previous comments. It is bound, therefore, to repeat its previous observation, which was as follows:

The Government states in its report that the comments of the Committee are under consideration in amending the Leave and Holiday Act, 1951. The Committee recalls that the Government has been referring since 1959 to the adoption of new legislation or regulations to give effect to the Convention on the various points raised since 1957 in the Committee's previous comments and relating to Article 1 (scope), Article 2, paragraph 2 (longer annual holiday for young workers), Article 2, paragraph 3 (exclusion from the annual holiday of public holidays and interruptions of work due to sickness), and Article 4 of the Convention (restriction of the right to postpone the annual holiday).

The Committee once more urges the Government to make every effort to take the necessary measures at the earliest date.¹

Central African Republic (ratification: 1964)

The Government having failed to reply to the previous direct request on the application of this Convention, the Committee must take up the matter once again in a new direct request. It hopes that the Government will make every effort to take the necessary measures and supply the information requested.

Dominican Republic (ratification: 1956)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation:

Article 2 (2) and (3) of the Convention. The Government indicated that collective agreements ensured that, for most workers, including young workers, public holidays should not be included in the annual holiday with pay. The Committee hopes therefore that there will be no difficulty in taking steps so that not only the practice, but also the legislation, shall ensure that young workers may not in any case receive less than the twelve working days' holiday prescribed for them by the Convention.

Article 2 (4). According to the Government's earlier statement, the legislative requirement regarding the right of workers to two weeks' annual leave is taken to mean that the two weeks must be taken consecutively. The Committee hopes therefore that it may be possible to provide specifically that the annual holiday must be taken consecutively, or to impose restrictions on the division into parts of holidays, as required by the Convention.

Article 3. The Committee once again requests the Government to supply with its next report the text of a recent decision by the Supreme Court to the effect that holiday remuneration shall include the cash equivalent of payments in kind. The Committee reiterates the hope that the legislation also will be brought into conformity with the Convention in due course.

Article 7. The Committee notes that the holiday register which employers must keep in virtue of the Labour Code and Regulations does not contain all the particulars required by the Convention. It would therefore be glad if the Government would take steps for the approval of a record showing also the date of entry into service of the worker, the duration of the holiday due to him, and the amount of holiday pay received (paragraphs (a) and (b) of Article 7).

Finally, the Committee notes that the general revision of the Labour Code has been under consideration and it hopes that it may be possible to take account of the various points mentioned above in connection with this proposed revision.

Ukraine (ratification: 1956)

Article 1 of the Convention. Further to its previous observations, the Committee notes with interest that following the adoption in July 1970 of the Fundamental

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Principles governing the Labour Legislation of the USSR and Union Republics a new Labour Code will be adopted in the Ukrainian SSR. It trusts that in the work now under way on a draft of the new text consideration will be given to the points raised by the Committee since 1959, concerning the postponing of the whole of the holiday from one year to the next and the division of the holiday into several parts without a guarantee of a minimum continuous period of holiday.

Article 4. The Committee also notes the Government's statement in response to its previous observations that section 32 of the Fundamental Principles governing the Labour Legislation makes it illegal to offer monetary compensation in place of leave. The Committee hopes that the new Labour Code will ensure that "any agreement to relinquish the right to an annual holiday with pay, or to forgo such a holiday, shall be void", as laid down in the Convention.

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In addition, requests regarding certain points are being addressed directly to the following States: *Central African Republic, Gabon, Mali, Paraguay.*

Convention No. 53: Officers' Competency Certificates, 1936

Liberia (ratification: 1960)

Further to its previous direct requests the Committee notes with regret that the Government's report does not contain statistics on the number of certificates issued in each specific licence grade and information on the number and nature of contraventions reported and the action taken on them, as required in Point V of the report form adopted by the Governing Body. The Committee trusts that the Government will supply these statistics with its next report.

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In addition, a request regarding certain points is being addressed directly to *Mauritania.*

Convention No. 55: Shipowners' Liability (Sick and Injured Seamen), 1936

Requests regarding certain points are being addressed directly to the following States: *Greece, Peru.*

Convention No. 56: Sickness Insurance (Sea), 1936

Requests regarding certain points are being addressed directly to the following States: *Peru, Yugoslavia.*

Convention No. 58: Minimum Age (Sea) (Revised), 1936

Guatemala (ratification: 1961)

In its observation of 1969 the Committee once again expressed the hope that both the Bill to amend the Labour Code in order to prohibit work on vessels by

children under the age of 15 years (Article 2, paragraph 1, of the Convention), which according to the information supplied by the Government is still under consideration, and the model of the crew register, which in accordance with Article 4 of the Convention must list all persons under the age of 16 years employed on board, and the date of their birth, would be adopted at an early date.

The Committee notes with regret that the Government's report for 1968-70 contains no information on the progress made in this respect. On the other hand, the Government indicates that no vessel of the kind covered by Article 1 of the Convention was registered during this period, and states that the Convention cannot be applied in Guatemala, as the development of maritime transport is only beginning there. Nevertheless, the Government indicates that the Committee's observations have been communicated to the General Labour Inspectorate and the General Labour Directorate.

The Committee takes due note of this information. However, in view of the fact that the Convention applies to all ships and boats of any nature engaged in maritime navigation, whether publicly or privately owned, excluding ships of war (Article 1), bearing in mind also the provisions concerning work at sea contained in the Labour Code (Chapter VII), and taking into account the obligations flowing from ratification, the Committee trusts that the Government will reconsider the question, and will shortly adopt the legislative measures previously referred to, for the purpose of giving effect—with enforcement by appropriate sanctions if necessary—to the provisions of the Convention.¹

Iraq (ratification: 1939)

Further to its previous comments concerning the application of Article 2, paragraph 2, of the Convention, the Committee notes with satisfaction that the provisions of section 86 (b) of the new Labour Law of 1970 prohibit the employment of children under 15 years of age.

Liberia (ratification: 1960)

Further to its observation of 1970, the Committee regrets to note once again that the Government's report makes no mention of any progress with regard to the matter raised in that observation, which was worded as follows:

In its earlier comments the Committee had noted that while the Maritime Law (Title 22 of the Liberian Code of Laws, 1956) laid down a minimum age of 16 years, this applied only to employment on vessels of 1,600 tons or more engaged in trade between foreign ports or between Liberian ports and foreign ports. It had pointed out that these limitations were not in conformity with the Convention, which applies to all ships and boats, of any nature whatsoever, engaged in maritime navigation.

The Government's latest report states that the Maritime Law has been amended by the Merchant Seamen's Act, 1964. While noting this information with interest, the Committee must point out that, under section 326 of the revised Law, the minimum age requirement is still limited to employment on Liberian vessels engaged in foreign trade (as defined in section 291 of the Law) and that, by virtue of section 290 (2) (a) it does not apply to employment of children on vessels of less than 75 net tons.

The Committee takes note of the assurance given by the Government in its report that due consideration will be given to its comments. The Committee trusts that the next report will contain information as to the measures taken with a view to applying the Convention to all vessels without any exception other than those provided for by the Convention itself.²

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

² The Government is asked to report in detail for the period ending 30 June 1971.

Uruguay (ratification: 1954)

See under General Observations.

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In addition, a request regarding certain points is being addressed directly to *Turkey*.

Convention No. 59: Minimum Age (Industry) (Revised), 1937*China* (ratification: 1940)

Article 8, paragraph 3 (a), of the Convention. Further to its previous observation concerning the discrepancy between section 5 of the Mining Act (which fixes a minimum age of 14 years for admission to employment) and Article 8, paragraph 3 (a), of the Convention (which prohibits employment of children under 15 years of age), which the new Labour Code is supposed to eliminate, the Committee notes from the Government's latest report that the Ministry of the Interior has requested the interested administrations and professional organisations to instruct their subordinate organs to act in accordance with the requirements of the Convention until the draft Labour Code has been finally adopted.

The Committee has already noted from the Government's previous reports and statements that in practice it is impossible for children to be employed in mines before the age of 15 years; it accordingly trusts that the Government will be able to adopt the Labour Code in the very near future, thereby ensuring the full application of Article 8, paragraph 3 (a), of the Convention.

Iraq (ratification: 1961)

Further to its previous comments, the Committee notes with satisfaction the adoption of the Labour Law, No. 151 of 1970, which brings the national legislation into conformity with Articles 1 and 2 of the Convention.

Luxembourg (ratification: 1958)

Further to its previous observations, the Committee notes with satisfaction the adoption of the Act of 28 October 1969 concerning the protection of children and young workers, which is designed to give effect to the provisions of the Convention.

Philippines (ratification: 1960)

Article 2 of the Convention. Further to its previous observations, the Committee notes the Bill to amend the Woman and Child Labour Law, Act No. 679, appended to the latest report of the Government. It notes with interest that section 2 (a) (1) (ee) includes within its scope "the transport of passengers or goods by inland waterways", in conformity with Article 1, paragraph 1 (d), of the Convention. On the other hand, the Committee notes with regret that section 1 (a) of the Bill, which authorises the employment of children between 12 and 15 years of age in light work, and section 1 (b), which authorises the employment of children between 12 and 15 years of age in industrial establishments if it is found that the child concerned knows how to read and write, are contrary to Article 2 of the Convention, which provides that children under the age of 15 years shall not be employed or work in any industrial undertaking.

The Committee hopes that the aforesaid Bill will be amended in the light of these comments and will be adopted soon, so as to bring the national legislation into conformity with Article 2 of the Convention.¹

Sierra Leone (ratification: 1961)

Article 4 of the Convention. Since 1964 the Committee has been stressing in direct requests the need to require the keeping of registers of all persons under the age of 18 years employed in industrial undertakings, and of the dates of their birth. The Committee had taken note of the Government's intention to amend the national legislation accordingly, and it notes with interest the statement in the Government's last report that the question is under study by the Legal Department. The Committee trusts that this consideration will lead to the adoption of legislation conforming to this provision of the Convention and requests the Government to supply information as to any progress made in this direction, and to transmit as soon as possible a model of the registers adopted.

Article 5. The Committee notes from the Government's last report the amendment to section 7 B, subsection 2, of the Employers and Employed (Amendment) Act, 1962, which was being prepared and is now under study by the Legal Department. It hopes that this study will shortly lead to the adoption of legislation which will enable a higher age than 15 years to be prescribed for admission of adolescents other than apprentices to dangerous employment, and requests the Government to transmit all relevant information in this connection.

Uruguay (ratification: 1954)

See under General Observations.

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In addition, requests regarding certain points are being addressed directly to the following States: *Iraq, Pakistan, Paraguay, Peru, Tanzania.*

Convention No. 60: Minimum Age (Non-Industrial Employment) (Revised), 1937

Luxembourg (ratification: 1958)

Further to its previous observations, the Committee notes with satisfaction the adoption of the Act of 28 October 1969 concerning the protection of children and young workers, which is designed to give effect to the provisions of the Convention.

Uruguay (ratification: 1954)

See under General Observations.

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In addition, requests regarding certain points are being addressed directly to the following States: *Luxembourg, Paraguay.*

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Convention No. 62: Safety Provisions (Building), 1937*Algeria* (ratification: 1962)

The Government having failed to reply to the previous direct requests on the application of this Convention, the Committee must take up the matter once again in a new direct request and it hopes that the Government will make every effort to take the necessary measures and supply the information requested.

Finland (ratification: 1947)

Article 15, paragraph 3, of the Convention. Further to its previous direct requests, the Committee notes with satisfaction that a Resolution of the Council of State containing regulations for the building industry was issued on 29 April 1969 to ensure, *inter alia*, the application of Article 15, paragraph 3, of the Convention (precautions to be taken to reduce to a minimum the risk of a suspended load becoming accidentally displaced).

Mexico (ratification: 1941)

The Committee has been referring since 1947 to certain additional measures which should be taken to ensure the application of the Convention. In this respect, the Committee wishes to recall that notwithstanding the provisions of the federal legislation in the field of occupational safety, contained in the Federal Labour Act and in the 1934 regulations concerning the prevention of industrial accidents, certain provisions of the Convention require in addition the adoption of regulations for the protection of building construction workers. The Committee has pointed out that no measures appear to have been adopted in conformity with Article 8, paragraph 2, of the Convention, to regulate the construction of working platforms, gangways and stairways, etc., or to determine the height in excess of which these regulations shall apply. It has also referred in particular to the need for regulations applying Articles 11 to 15 of the Convention, for the purpose of supplementing the legislation with provisions on hoisting machines and tackle and their attachments used in building construction, with particular regard to their quality and strength (Article 11 of the Convention), periodical inspection and testing (Article 12) and the determination of their safe working load (Article 14, paragraph 1), as well as for the application of Article 17 (special means of protection when work is carried on in proximity to places where there is a risk of drowning). The Committee has furthermore pointed out with respect to these matters that the regulations on building and urban services in force in the federal district do not contain the necessary provisions, and that in the states and territories of the Republic there appear to be no safety regulations applying to building construction workers.

For these reasons, in its observation of 1970 the Committee again expressed the hope that the Government will take steps at the federal level, either through Congress or through some other competent federal authority, for the introduction of measures ensuring the application of the Convention. In this connection, the Committee notes that although the new Federal Labour Act promulgated in 1969 does not contain provisions giving effect to the aforementioned requirements of the Convention, section 512 of the Act provides that the measures that must be taken for the prevention of occupational risks shall be laid down by regulations made under the Act.

As regards the Federal District Building Regulations, proposals to amend which have been referred to by the Government in recent years, the Committee notes the

information communicated by the Government to the Conference Committee in 1970, to the effect that these amendments were in process of being introduced within the framework of section 512 of the Federal Labour Act.

In these circumstances, while stressing again the need to enact provisions fully guaranteeing the protection afforded by the Convention to all building construction workers, the Committee firmly hopes that the necessary provisions will be promulgated as soon as possible, either through the amendment, as appropriate, of the 1934 regulations on the prevention of industrial accidents, or within the framework of special safety regulations for building construction workers.

The Committee also requests the Government to supply the information called for by Article 1, paragraph 2, of the Convention (extent to which effect is given to the provisions of the model code annexed to the Safety Provisions (Building) Recommendation, 1937), and to provide the information concerning the practical application of the Convention specified in item V of the report form.¹

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In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Burundi, Central African Republic, Federal Republic of Germany, Guinea, Honduras, Mauritania, Peru.*

Information supplied by *Spain* in answer to a direct request has been noted by the Committee.

Convention No. 63: Statistics of Wages and Hours of Work, 1938

Algeria (ratification: 1962)

The Committee notes the information supplied in the Government's report for 1968-69, received too late to be examined in 1970.

Part II of the Convention, Article 6. The Committee notes that in the published statistics for April 1968 the average hourly earnings of persons paid by the hour are given exclusive of increases for overtime, and consequently still do not conform to the requirements of this Article. The Committee hopes that the Government will take steps to ensure that this Article is fully complied with in the compilation of future statistics.

Article 12. The Committee notes with regret that no index numbers showing the general movement of earnings have been communicated to the Office for the period covered by the report. The Committee trusts that the Government will be able to communicate such index numbers to the office in the near future and to indicate in its next report the publications in which they have been published.

Part III. The Committee notes with regret that the Government has supplied no information relating to the compilation or publication of statistics of time rates of wages or of normal hours of work. It trusts that in its next report the Government will be able to indicate the measures taken to compile and publish these statistics, as requested by the Committee since 1967.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Part IV. The Committee notes with regret that the Government's report contains no information as to the measures taken to compile and publish statistics of wages and hours of work in agriculture, although the Government had stated in a report received in 1968 that as from 1970 the Ministry of Agriculture would be able to compile and publish such statistics. Since the statistical information relating to employment in agriculture supplied with the report does not cover rates of wages or hours of work, the Committee must again request the Government to indicate in its next report the measures taken to give effect to this Part of the Convention.

Chile (ratification: 1957)

The Committee notes with regret that for the second year in succession the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

Part II of the Convention. Further to its previous observation, the Committee regrets to note that the data currently compiled continue not to include the following: (a) statistics of average earnings in the building and construction industries; (b) statistics of hours actually worked by wage earners in the principal mining and manufacturing industries, including building and construction.

In these circumstances the Committee must reiterate the hope that the Government will do all in its power to give full effect to the various requirements of Part II of the Convention.

Part IV. The Committee also notes that no statistics are as yet compiled of wages in agriculture, and only to a very limited extent of hours of work in agriculture. The Committee trusts that the Government will take early action in respect of this Part of the Convention as well.

The Committee hopes that the Government will make every effort to take the necessary action in the very near future.

Mexico (ratification: 1942)

The Committee notes with regret that the Government's report for 1967-69, received too late to be examined in 1970, fails to reply to its observation of 1969. The Committee must therefore draw the Government's attention to the following points:

Part II of the Convention, Article 5. The statistics of average earnings and hours actually worked published in the "Statistical Yearbook" and in "Statistics of Industrial Work and Wages" do not cover the mining industries. The Committee hopes that the Government will soon take the necessary measures to compile and publish these statistics for the mining industry also.

Article 12. The Committee notes that the Government has supplied with its report index numbers showing the movement of earnings in a number of different industries. It trusts that the Government will take the necessary measures to permit it to compile and publish index numbers showing the *general* movement of earnings.

Part III. The Committee notes with interest that the Statistical Yearbook for 1966-67 (published in 1969) contains statistics of the minimum wage rates in force in 1968-69 in the various districts of the country and of the minimum occupational wage rates in force in 1968 and 1969 in certain occupations. It trusts that the Government will take the necessary steps to compile and publish statistics of time rates of wages and of normal hours of work, together with index numbers showing the *general* movement of rates of wages, which comply fully with this Part of the Convention.

Part IV. The Committee notes that the table of index numbers and average wages in agriculture annexed to the Government's report and the statistics of minimum

wages in agriculture in the Statistical Yearbook, table 8.13, do not comply with the requirements of this Part of the Convention. It trusts that the Government will take the necessary measures to enable it to compile and publish statistics of wages in respect of wage earners engaged in agriculture which comply with the requirements of this Part of the Convention.

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In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Botswana, Finland, Mexico, Tanzania.*

Convention No. 64: Contracts of Employment (Indigenous Workers), 1939

Malawi (ratification: 1966)

In previous observations and direct requests, the Committee had pointed out that, under the standard contract forms used for workers engaged for employment in South Africa by the Mines Labour Organisations (Wenela) Limited, provision was made for the deduction from the workers' wages of a repatriation fee, whereas, according to Article 13 of the Convention, repatriation expenses should be borne by the employer. The Committee has noted with satisfaction the Government's statement that, following discussions with the mining authorities concerned, it was agreed that with effect from 1 September 1969 all repatriation expenses should be borne by employers.

The Committee hopes that appropriate amendments will be made in the terms of the standard agreements in use in relation to the above-mentioned employment (clauses 7 and 13) and that copies of the amended forms of agreement will be supplied with the next report.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Botswana, Burundi, Cameroon* (Western Cameroon), *Congo (Kinshasa)*, *Ghana, Guyana, Kenya, Singapore, Somali Republic* (former British Somaliland), *Uganda.*

Convention No. 65: Penal Sanctions (Indigenous Workers), 1939

Requests regarding certain points are being addressed directly to the following States: *Tanzania, Trinidad and Tobago.*

Convention No. 67: Hours of Work and Rest Periods (Road Transport), 1939

Cuba (ratification: 1953)

The Committee notes with regret that the Government's report has not been received. However, it notes from information furnished in 1969 that the Government makes no use of Article 6 of the Convention and that Articles 15 and 16 are applied.

The Committee has taken due note of the Government's statement in its report for 1966-68 that, in view of the nationalisation of transport, the state undertakings in charge of transport are obliged to ensure, subject to the control of the public authorities, that laws and regulations are observed. Nevertheless, the Committee

must again point out that under Article 1, paragraph 2, of the Convention, its provisions apply to "all vehicles, whether publicly or privately owned". Accordingly, the Committee continues to hope that the Government will soon take the measures necessary to prescribe the introduction of an individual control book in accordance with Article 18, paragraph 3, of the Convention.

Uruguay (ratification: 1954)

See under General Observations.

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In addition, requests regarding certain points are being addressed directly to the following States: *Central African Republic, Peru*.

Convention No. 68: Food and Catering (Ships' Crews), 1946

Argentina (ratification: 1956)

In its previous observations the Committee had noted the absence of legislative provisions to give effect to the Convention, as well as the Government's statement that the preparation of a Bill (*proyecto de Código general de navegación*) containing relevant provisions had been completed. The Committee regrets to note from the Government's report that the new legislation has not yet been promulgated and must once again express the hope that the necessary legislation and other implementing measures to ensure full compliance with the requirements of the Convention will be adopted in the near future.¹

Peru (ratification: 1962)

See under General Observations.

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In addition, a request regarding certain points is being addressed directly to *Portugal*.

Convention No. 69: Certification of Ships' Cooks, 1946

Peru (ratification: 1962)

See under General Observations.

* * *

Information supplied by *Algeria* in answer to a direct request has been noted by the Committee.

Convention No. 71: Seafarers' Pensions, 1946

A request regarding certain points is being addressed directly to *Peru*.

¹ The Government is asked to report in detail for the period ending 30 June 1971.

Convention No. 73: Medical Examination (Seafarers), 1946

Requests regarding certain points are being addressed directly to the following States: *China, Peru*.

Convention No. 74: Certification of Able Seamen, 1946

A request regarding certain points is being addressed directly to the *United Arab Republic*.

Convention No. 77: Medical Examination of Young Persons (Industry), 1946

Albania (ratification: 1957)

See under Convention No. 16.

Algeria (ratification: 1962)

Article 1, paragraph 2 (a), of the Convention. Further to its previous direct requests, the Committee notes from the Government's report that the draft legislation extending the provisions of the Act of 11 October 1946 concerning the organisation of industrial medical services to underground and open-cast mines and quarries has not yet been adopted.

Article 1, paragraph 2 (d). While noting from the Government's reply to its previous requests that the Decrees of 2 January 1961 extended the application of the provisions of the Labour Code (Book II) respecting the hygiene and security of workers to undertakings engaged in rail and road transport, the Committee must recall that, pursuant to section 3 of the Decree of 14 December 1956 and section 1 of the Order of 2 August 1957, detailed provisions on the medical examination of workers still have to be issued in respect of each category of transport undertaking.

The Committee trusts that appropriate measures will be taken at an early date to give effect to the above provisions of the Convention.

Luxembourg (ratification: 1958)

Further to its previous observations, the Committee notes with satisfaction that the Law of 28 October 1969 concerning the protection of children and young workers gives effect to Articles 1, 2 (1-2), 3, 4 and 7 of this Convention, and to Articles 1 (1), 2 (1-2), 3, 4 and 7 of Convention No. 78.

Peru (ratification: 1962)

See under General Observations.

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In addition, requests regarding certain points are being addressed directly to the following States: *Luxembourg, Paraguay*.

**Convention No. 78: Medical Examination of Young Persons
(Non-Industrial Occupations), 1946**

Albania (ratification: 1957)

See under Convention No. 16.

Honduras (ratification: 1960)

Article 2 of the Convention. In its reply to the Committee's direct request of 1970, the Government states that measures are required to prescribe a medical examination for workers under 18 years of age. As no such measures have been taken as yet, the Committee trusts that the necessary steps will be taken to bring the national legislation into harmony with the various provisions of this Article.

Article 3. The Committee notes the Government's statement that labour inspectors for safety and hygiene require, during their visits to enterprises, that periodical medical examinations be conducted. The Committee trusts that the Government will adopt the necessary legislative measures to provide for the repetition of medical examinations for young persons under 18 years of age at intervals of not more than one year, and to determine the special circumstances in which a medical re-examination is required in addition to the annual examination or at more frequent intervals, or empowering the competent authority to require medical re-examinations in exceptional cases.

Article 4. The Committee regrets to note that the Government has not replied to its previous request concerning this point. It must therefore express the hope that the Government will take appropriate action—as the Government has already promised in its first report—as regards occupations involving high health risks.

Article 5. The Committee notes from the Government's reply to its previous request that the Ministry of Public Health and Social Assistance has been asked to ensure that medical examinations be free of any charge. It would be glad if the Government would indicate in its next report what steps have been taken in this respect.

Article 6. It appears from the Government's statement in reply to the previous request that the Youth Guidance Centre at Jalteva is not a centre for the vocational guidance and physical and vocational rehabilitation of handicapped young persons. In these circumstances, the Committee would be glad if the Government would indicate what measures have been taken or are contemplated to give effect to the various provisions of this Article.

Article 7. The Committee notes from the Government's reply to its previous request that appropriate measures will be taken, in due course, to give effect to the provisions of this Article. The Committee trusts that these measures will be taken in the very near future.

The Committee trusts that the Government will not fail to indicate in its next report the measures taken to give effect to the above-mentioned Articles of this Convention, which was ratified more than ten years ago.

Luxembourg (ratification: 1958)

See under Convention No. 77.

Peru (ratification: 1962)

See under General Observations.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Luxembourg, Paraguay.*

**Convention No. 79: Night Work of Young Persons
(Non-Industrial Occupations), 1946**

Dominican Republic (ratification: 1953)

The Committee notes with regret that the Government has not supplied a report in reply to its previous observation concerning the need for measures to remove the discrepancies between national legislation and the Convention in regard to the following points:

Article 1, paragraph 4 (b), of the Convention. Section 224 of the Labour Code, as amended, exempts from the prohibition of night work young persons working in the company of adults who are members of their family up to the fourth degree whereas this Article of the Convention authorises such exemptions in family undertakings in which only parents and their children or wards are employed.

Article 3, paragraph 1. Section 224 of the Code, as amended, prohibits night work only in respect of young persons under 16 years whereas by virtue of this Article such prohibition applies to young persons under 18 years of age.

While noting the statement made by a government representative to the Conference Committee in 1970 that the necessary texts amending the legislation had been drawn up by a tripartite commission and would be submitted to Parliament, the Committee recalls the Government's previous assurances in this respect and trusts that the necessary action will be taken in the very near future to ensure full compliance with the requirements of the Convention.¹

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In addition, a request regarding certain points is being addressed directly to *Paraguay*.

Convention No. 81: Labour Inspection, 1947

Algeria (ratification: 1962)

The Committee regrets that for the second year in succession no report has been received. It trusts that a report will be supplied for its next session and will contain full information on the matters raised in its previous direct requests, which it is bound to repeat.

Argentina (ratification: 1955)

1. Further to its previous observations, the Committee notes with satisfaction the adoption in 1970 of a number of legislative texts giving fuller effect to the Convention. It notes in particular that section 9 of Act No. 18608 of 6 February 1970 provides for measures to secure more effective co-ordination in the field of inspection between the national authorities and the authorities of the various provinces, in conformity with *Article 4 of the Convention*. It also notes that the provisions governing the National Labour Inspection Service have been brought into conformity with *Articles 12 and 13 of the Convention*, relating to the powers of labour inspectors, by Act No. 18692 of 29 May 1970, which is also to serve as a model for the provincial regulations.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

2. *Article 14 of the Convention.* The Committee notes on the other hand that no action has yet been taken to make the notification of occupational diseases compulsory, as is required by the Convention, although the Government has been referring since 1964 to a draft Decree which would bring the national legislation into conformity with this Article. It trusts that the necessary action will be taken very soon and that the text of the provisions adopted will be transmitted with the next report.

3. *Articles 20 and 21.* The Committee has taken note of a number of reports in typescript on the work of the labour inspection services in 1969, issued on the one hand by the State Secretariat for Labour (the authority responsible for the federal labour inspection service) and some of its regional offices, and on the other hand by the labour inspection services of various provinces. While duly appreciating the efforts that have been made to collect the information contained in these different reports, the Committee must stress that the submission by the Government of such information—which does not cover all the provinces of the country, does not correspond to all the items listed in Article 21 of the Convention, and has not been published—cannot be regarded as giving effect to Article 20 of the Convention, which provides that the *central inspection authority* shall *publish* and transmit to the ILO an annual *general* report on the work of the inspection services under its control. The Committee hopes that the State Secretariat for Labour will in future be able to consolidate the reports supplied by its services and by the provincial labour inspection services in a general report containing all the information specified in Article 21 of the Convention.

The Committee trusts that on the basis of section 5 of Act No. 18692, which provides for co-ordination between the central authority and the provincial governments with a view to the establishment of a uniform system of statistics, the Government will be in a position in the near future to publish and transmit the annual report on the work of the labour inspection services provided for in Article 20 of the Convention.

Brazil (ratification: 1957)

Since 1967, in conformity with the recommendation of the Committee appointed by the Governing Body to examine the representation made under article 24 of the Constitution of the ILO by the Association of Federal Civil Servants of São Paulo concerning the application of the Convention by Brazil, the Committee has been pursuing its examination of the questions raised in that representation which are still unresolved, within the framework of the regular procedure for supervising the application of ratified Conventions.

1. *Articles 19 to 21 of the Convention.* The Committee notes with satisfaction that Decree No. 65557 of 21 October 1967, amending sections 27 and 28 of the 1965 Labour Inspection Regulations, has given effect to Article 19 of the Convention, by providing for the submission to the central authority by the local labour inspection services of semi-annual reports on the work of the inspection services. It also notes with satisfaction the annual report on the work of the labour inspection services in 1968. This report was published and transmitted to the ILO in conformity with Article 20 of the Convention, and contains all the information specified in Article 21. The Committee hopes that in future such reports will be regularly published and transmitted to the ILO.

2. *Article 11, paragraph 2.* The Committee notes with interest the information communicated by the Government to the Conference Committee in 1970 concerning the measures taken to indemnify labour inspectors for expenses incurred in connection

with their duties. It asks the Government to transmit with its next report the text of the provisions mentioned in its communication to the Conference—namely the Service Regulations of the National Department of Social Welfare, No. 410 of 30 November 1966, the INPS Resolution No. 080.5 of 22 October 1969, and the Civil Service Regulations (Act No. 1711 of 1952)—as well as the single form for the reimbursement of travelling and living expenses, intended for all officials, provided for in the IDF Service Rule No. 0.80.28 of 22 October 1969.

3. *Articles 3, 6, 7, 10 and 16.* The Committee has taken note of the information provided by the Government to the Conference Committee, concerning the unification of the labour inspection and welfare inspection services, by Decree No. 60381 of 11 March 1967 and Order No. 3141 of 2 May 1968, on which a direct request is made.

Cuba (ratification: 1954)

The Committee notes with regret that the report has not been received. It has, however, taken note of the information supplied by a Government representative to the Conference Committee in 1970 in reply to some of the points raised in its previous observation.

Articles 12 and 15, paragraph (c), of the Convention. The Committee notes that, in spite of the absence of detailed legislation on the subject, labour inspectors in practice possess the powers provided for in Article 12 of the Convention and that, as the general legal provisions impose obligations of discretion and respect for the confidential nature of information received on public servants, there is no divergence between the national legislation and Article 15 of the Convention.

The Committee therefore trusts that the Government will have no difficulty in including in the national legislation express provisions granting inspectors all the powers provided for by Article 12 of the Convention and imposing on them the obligation to treat the source of any complaint as absolutely confidential and to give no intimation to the employer that an inspection visit was made in consequence of the receipt of such a complaint, in accordance with Article 15, paragraph (c), of the Convention.

Since, according to the Government representative's statement, the questions raised by the Committee are still being examined by the Government within the framework of studies undertaken to improve the legislation in force, the Committee trusts that the next report will make mention of the legislative or administrative provisions adopted to give effect to Articles 12 and 15 (c) of the Convention.

Article 20. The Committee notes with regret that no information has been supplied as to the measures taken with a view to publishing and transmitting the annual report on the work of the inspection services provided for by this Article of the Convention. Since no inspection report has been transmitted to the ILO since the Convention was ratified in 1954, the Committee must once again insist that the Government take the necessary measures to give effect to Article 20 of the Convention.

Articles 6 and 7. In the absence of the Government's report, the Committee does not have any information in reply to the questions concerning the application of these provisions of the Convention, which it had raised in its previous direct requests. It is therefore bound to repeat these questions in a further direct request.

Dominican Republic (ratification: 1953)

The Committee regrets to note that the report has not been received. Since the last report received did not contain an answer to the direct requests made for a

number of years on the application of the Convention, the Committee trusts that the Government will not fail to supply a report for its next session and that this report will contain full information on the points below, raised in the previous direct requests:

Article 6 of the Convention. The Committee notes that the Public Service Law will ensure stability of employment for officials of the labour inspection service and that, furthermore, a statute for the inspection service is at present being studied. In view of the importance of this provision of the Convention, the Committee trusts that the draft texts in question will be adopted and enter into force as soon as possible. It hopes that copies of these texts will be submitted with the next report.

Article 7. The Committee requests the Government to indicate in its next report the various training courses for labour inspectors to be organised, in pursuance of Ministerial Order No. 7/67, and to indicate the results thereof.

Article 13, paragraphs 2 (b), and 3. In view of the essentially practical bearing of this provision on the preventive work of the inspection service, the Committee would be grateful if the Government would indicate in future reports what means of enforcement are at the disposal of the inspectors in order to ensure that the measures with immediate executory force required in the event of imminent danger are effectively taken. Please also indicate any problems encountered in this connection.

Article 14. The Committee notes that section 56 of the Health and Safety Regulations which, according to the Government, gives effect to this article, only provides for compulsory notification in the case of *industrial accidents*. The Committee requests the Government to take the necessary action for ensuring that notification of occupational diseases is also made compulsory.

Articles 20 and 21. The Government refers to Article 55 of the Dominican Constitution, which requires that each year Secretaries of State submit to Parliament a report on the activities of their administration for the past year. As the above Articles of the Convention can only be considered as fully applied to the extent that the report contains all the information required under Article 21 and is communicated to the International Labour Office, the Committee hopes that in future the Government will not fail to communicate the reports on labour administration, containing information on the work of the labour inspection services.

Iraq (ratification: 1951)

The Committee notes Chapter XII of Law No. 151 of 10 August 1970 establishing a Labour Code, with regard to labour inspection. It notes with satisfaction that section 139 (*d*) of this Code gives full effect to Article 13, paragraph 2 (*b*), of the Convention, by empowering labour inspectors to take urgent precautionary measures in case of serious and imminent danger, including the right to order a total or partial stoppage of work, or the evacuation of the workplaces.

Article 12, paragraph 1 (c) (iv), of the Convention. The Committee notes with regret that the new Labour Code does not empower labour inspectors to take samples of materials and substances used in the undertaking. In view of the Government's assurances, in reply to direct requests made since 1960 on this point, that the new Code would contain a provision to this effect, the Committee trusts that the next report will indicate the measures taken or contemplated to confer such powers on the labour inspectors, as is provided for in Article 12, paragraph 1 (*c*) (*iv*), of the Convention.

Article 21. The Committee notes that the annual report on the work of the labour inspection service in 1969 does not contain the statistics of occupational diseases provided for in paragraph (*g*) of this Article. It also notes that the report does not indicate the number of workplaces liable to inspection and the number of workers employed therein (paragraph (*c*)). It trusts that this information will be provided in the next inspection reports.

Italy (ratification: 1952)

In its observation of 1970 the Committee indicated that comments had been received from a number of branches of the National Association of Labour Inspectors

(ANIL), concerning the application of the Convention and more particularly of Articles 6, 10 and 16. According to these communications, labour inspectors do not receive sufficient remuneration, having regard to the importance and difficulty of their functions, and the staff of the labour inspection service is too small, having regard to the large number of undertakings subject to its supervision, to permit it to exercise effective supervision over such undertakings.

The Committee has taken note of the information communicated by the Government at the 54th Session of the Conference (June 1970). According to this information, two Bills, one designed to improve the career prospects and salary scales of all personnel employed by the State and the other to increase the mission allowances of labour inspectors, were under discussion. As regards the total staff of the inspection services, the Government indicated that there were 2,000 inspectors out of a total of 4,000 officials and recognised that, in spite of the efforts made in recent years, it was necessary to increase still further the number of inspectors and particularly of technical staff, in the recruitment of which difficulties had been encountered, and to utilise the existing staff in the most rational manner possible so as to increase the frequency and effectiveness of inspection visits.

The Committee takes note of this information with interest. It has on the other hand been informed that fourteen further communications from various branches of the ANIL and its National Secretariat have been received by the ILO and transmitted to the Government, which has not yet presented any comments on them. In these communications the ANIL regrets that Decree No. 1079 of 28 December 1970—issued in application of Act No. 775 of 28 October 1970—which amended the salary scales of state employees, has not improved their status in keeping with the responsibilities entrusted to them. The ANIL states further that the Bill designed to increase mission allowances, mentioned by the Government, has been rejected, and that the allowance paid at present, which was fixed in 1961, is insufficient to cover the expenses incurred.

The Committee trusts that the Government will supply all the appropriate information relevant to the points raised in the communications referred to above and in the direct request which is being made to it separately. It hopes that the Government will pursue its efforts to ensure that labour inspectors enjoy conditions of service in keeping with the importance of their functions and such as to attract to and retain in the labour inspection service a staff which in competence and number is sufficient to carry out frequent and thorough inspections of workplaces, in accordance with Articles 6, 10 and 16 of the Convention. It further recalls that under Article 11, paragraph 2, of the Convention the necessary arrangements must be made to reimburse to labour inspectors any travelling and incidental expenses necessary for the performance of their duties.¹

Jamaica (ratification: 1962)

The Committee notes with regret that no report has been received. It therefore has no information in reply to the questions raised in its previous direct requests, which it is compelled to repeat. The Committee trusts that the Government will not fail to supply a report for examination at its next session and that this report will contain all the information requested.

Article 20 of the Convention. The Committee has noted that, according to the statement made by a Government representative to the Conference Committee in

¹ The Government is requested to supply detailed information to the Conference at its 56th Session.

1970, the delay in the publication of reports on labour inspection was due to administrative difficulties but that measures were being taken to ensure that these reports would be published shortly. Since no labour inspection report has been received by the ILO since 1961, and in view of the repeated assurances given by the Government over a number of years, the Committee trusts that the annual reports due will shortly be received by the ILO and that in future they will be published and communicated within the time limits laid down by Article 20 of the Convention.

Malaysia (ratification: 1963)

Article 12, paragraph 1 (a) and (c) (iv), of the Convention. Further to its previous observations, the Committee notes with satisfaction that the Factories and Machinery Act, 1967, which authorises labour inspectors to enter workplaces by day and by night and to take samples, in conformity with the Convention, entered into force on 1 February 1970.

Panama (ratification: 1958)

Article 6 of the Convention. The Committee notes with interest from the Government's reply to its observation of 1969 that draft regulations for the staff of the administration, which are applicable to the labour inspectors and contain provisions guaranteeing stability of employment, are being prepared. It hopes that these regulations will be adopted soon and that the text will be transmitted with the next report.

Article 12, paragraph 1 (a) and (c) (i) and (iv). The Committee has been informed that a Bill laying down the fundamental structure of the Ministry of Labour and Social Welfare has been drawn up with the assistance of an ILO expert. It hopes that this Bill will grant the labour inspectors the rights of entry and examination provided for in this Article of the Convention, and that it will also bring the national legislation fully into conformity with the Convention as regards certain points which are raised in a new direct request. The Committee trusts that the Bill will be adopted very soon and that the text will be transmitted with the next report.

Articles 20 and 21. The Committee notes with regret that no annual report on the work of the inspection services, containing the information specified in Article 21 of the Convention, has yet been transmitted to the ILO since the Convention was ratified. It again expresses the hope that the necessary action will be taken very soon to ensure that in future such a report is published and transmitted as required by Article 20 of the Convention.

Peru (ratification: 1960)

The Committee notes the information supplied by the Government in its report, in reply to its previous observations.

Article 12, paragraph 1 (a), (b) and (c) (iv), of the Convention. The Committee had pointed out that the Decrees of 17 June 1931 and 23 March 1936 did not confer on the labour inspectors all the powers provided for in these clauses of the Convention. The Government states that all these powers are conferred on the labour inspectors by the Convention itself, which has acquired the force of law in Peru by its ratification. It adds that the more explicit provisions of the Convention serve to fill in any gaps in the Decree of 23 March 1936, which moreover ranks below the Convention in the legal order and was adopted before its ratification. The Committee takes due note of this statement. It considers, however, that the apparent maintenance in force of divergent texts adopted before the ratification of the Convention may, due to the

legal problem of the conflict of norms involved, cause the persons concerned (labour inspectors, employers, workers and judges) to have some doubts as to the applicable legal provisions, particularly as regards the extent of the inspectors' powers. In order to avoid confusion on this point, it would accordingly be desirable expressly to amend or to supplement the provisions of the Decrees of 17 June 1931 and 23 March 1936 in order to bring them into agreement with Article 12 of the Convention, and pending such amendment, to take all necessary measures of publicity to ensure that the provisions of Article 12, paragraph 1 (a), (b) and (c) (iv), of the Convention are brought to the attention of the persons concerned. The Committee hopes that the next report will indicate the measures taken or contemplated in this respect.

Article 13, paragraph 2 (b). The Government states that the technicians in the Occupational Safety and Health Department take all the necessary measures to protect the health of the workers, in conformity with the provisions of the 1969 Health Code. The Committee notes that neither the Regulations of the Division of Occupational Safety and Health nor the Health Code contains any express provisions empowering the inspectors to make or have made orders requiring measures with immediate executory force in the event of imminent danger to the health or safety of workers. It accordingly hopes that the next report will give details of the measures taken or contemplated in order to complete the national legislation in conformity with the Convention.

Article 15, paragraph (a). The Government states that there are no special provisions prohibiting inspectors from supervising undertakings in which they have an interest of any kind, but that this provision of the Convention is applied in practice by section 89 of the Code of Civil Procedure and section 75 of the Legislative Decree No. 11377 of 29 May 1950, which prohibits public officials from carrying out orders given by their superiors if they have good cause to refrain from doing so. The report states that the existence of family ties with the employer or direct or indirect interests in the undertaking would constitute such good cause. The Committee considers that section 75 of Legislative Decree No. 11377 does not suffice to give effect to this provision of the Convention, which establishes an incompatibility between the function of an inspector and the fact of having interests in an undertaking subject to inspection. It accordingly hopes that the next report will indicate the measures taken or contemplated in order expressly to prohibit labour inspectors from having any interests whatsoever in the undertakings under their supervision, in conformity with the Convention.

Articles 20 and 21. The Committee has noted the statistical data contained in the Government's report. It notes that the current economic restrictions prevent the publication of an annual report on the work of the inspection services. Bearing in mind the usefulness of such a report as a balance-sheet of national policy in the field of social protection, the Committee trusts that the present difficulties will soon be overcome and that an annual inspection report containing all the information specified in Article 21 of the Convention will be published and transmitted regularly in future, in conformity with Article 20 of the Convention.

Portugal (ratification: 1953)

The Committee regrets that for the second year in succession no report has been received. It trusts that a report will be supplied for examination by the Committee at its next session and will contain full information on the matters raised in its previous observation, which read as follows:

Articles 20 and 21 of the Convention. As concerns the *metropolitan provinces*, the Committee notes that a table summarising the work of the labour inspection service during 1966 has been published in the National Labour and Welfare Bulletin. None the less, this table does not contain *all* the information required by Article 21 (in particular: (a) the list of laws and regulations the application of which the labour inspection service supervises; (c) statistics on undertakings and workers employed therein; (f) and (g) statistics on industrial accidents and occupational diseases), and does not correspond to the detailed annual reports which, under section 36 of Decree No. 37.747 of 15 February 1950, must be made by the Chief Inspector, and the items of which are listed in paragraph 2 of the aforementioned section. The Committee would be grateful if the Government would indicate whether such reports are in fact *prepared and published* each year and, if so, would send a copy to the International Labour Office within three months after their publication, as is required by Article 20.

As concerns the *overseas Provinces*, the Committee has noted the inspection report for 1966 for the Province of Mozambique which was submitted "as an example" together with the Government's report. The Committee wishes to draw attention to the fact that the Government is bound under Article 20 of the Convention to prepare and communicate each year to the ILO an inspection report covering the whole national territory, that is to say both for Metropolitan Portugal and for the overseas Provinces. Furthermore, the Committee requests the Government to indicate whether the report for Mozambique and those for other Provinces are published.

In addition, as concerns the application of *Articles 20 and 21 of the Convention* in *Angola*, the Committee has noted the report on the activities of the Labour and Social Welfare Institute (ITPAS) for 1967, in respect of which it has addressed a new direct request.

Tanzania (ratification: 1962)

Tanganyika.

Article 12 of the Convention. For several years the Committee has been drawing the Government's attention to the need to remove the restriction on the powers of labour inspectors imposed by section 9, subsection 2, of the Employment Ordinance, by virtue of which a labour inspector may not enter a place of work and carry out the inspections provided for in the Ordinance "unless the inspector has been previously authorised in writing by the Labour Commissioner". The Government has stated, in particular in 1963, that this restriction was explained by the lack of training and experience of the new inspectors recruited in the country, but that it was implementing a policy for the training of inspectors which should allow this limitation to be removed in due course.

The Committee notes that the Government's latest report, like the previous ones, merely indicates that the training of inspectors is being continued, and reaffirms the Government's intention to amend section 9 (2) of the Ordinance, in conformity with the Convention. The Committee wishes to recall that the restriction of the powers of labour inspectors which is provided for by section 9 (2) of the Employment Ordinance is not only inconsistent with Article 12 of the Convention, but also seems likely to have an adverse effect on the efficiency of the inspection work and the authority of the inspectors; the Committee trusts that in the present circumstances the Government will have no difficulty in taking the necessary action to abolish this limitation, and that the next report will give details of the steps taken towards this end.

Article 20. The Committee notes that the last annual report on the work of the labour inspection services received at the ILO dates from 1963. It recalls that under Article 20 of the Convention, such reports must be published within twelve months after the end of the year to which they relate, and be communicated to the ILO within three months after their publication; the Committee accordingly trusts that the Government will take the necessary steps to ensure that in future these reports are published and communicated within the prescribed time limits.

Turkey (ratification: 1951)

The Committee notes with regret that for the second year in succession no report has been received. It therefore has no information in reply to the questions raised in its previous direct requests, which it is thus compelled to repeat. The Committee trusts that the Government will not fail to supply a report for examination at its next session and that this report will contain all the information requested.

Articles 20 and 21 of the Convention. The Committee has noted, that, according to the information communicated by the Government to the Conference Committee at the June 1970 Session in reply to its previous observation relating to the publication of the annual inspection report, measures have been taken to distribute to the regional labour directorates statistics forms which will permit the collection of detailed information on the violations committed and sanctions imposed as well as on judicial decisions.

Since no report on the work of the inspection services has been supplied to the ILO for more than ten years and the information communicated by the Government to the Conference Committee in 1969 indicated that it would be possible to publish such reports from 1969 on, the Committee trusts that the efforts made by the Government will shortly bear fruit, and that in future annual reports on the work of the labour inspection service, containing all the information provided for by Article 21 of the Convention, will be published and communicated to the ILO within the time limits laid down by Article 20 of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Argentina, Brazil, Central African Republic, Colombia, Cuba, Haiti, Iraq, Italy, Jamaica, Jordan, Panama, Peru, Portugal, Turkey, Venezuela, Viet-Nam, Yugoslavia.*

Convention No. 84: Right of Association (Non-Metropolitan Territories), 1947

A request regarding certain points is being addressed directly to the *Somali Republic*.

Convention No. 85: Labour Inspectorates (Non-Metropolitan Territories), 1947

A request regarding certain points is being addressed directly to *Trinidad and Tobago*.

Convention No. 86: Contracts of Employment (Indigenous Workers), 1947

Requests regarding certain points are being addressed directly to the following States: *Kenya, Malawi, Singapore, Uganda.*

**Convention No. 87: Freedom of Association and Protection
of the Right to Organise, 1948**

One member of the Committee, Mr. Gubinski, stated that he insisted on the fact that, as last year, he could not associate himself with the Committee's observations regarding the application of the Freedom of Association Conventions in socialist countries (Albania, Byelorussia, Czechoslovakia, Cuba, Hungary, Poland, Ukraine

and the USSR) since, in his opinion, account should be taken of the economic and social systems existing in these countries.

The Committee wishes to emphasise once again in this connection, as it has done since 1962, its opinion that "in compliance with its terms of reference, while noting the various political, economic and social conditions in different countries, it is not called upon to express any view concerning the systems of different countries, but simply to examine, from a purely legal point of view, to what extent the countries which have ratified Conventions give effect in their legislation and practice to the obligations which derive therefrom". The Committee, in performing its functions in connection with Convention No. 87, applied the same criteria as in the case of all other Conventions.

Albania (ratification: 1957)

The Committee notes with regret that the Government's report has once again not been received. The Committee is bound, therefore, to repeat that it is prepared to consider further the points raised previously at such time as any new elements shall have been brought to its attention. The Committee would be glad if the Government would keep it informed of any developments in this connection.¹

Argentina (ratification: 1960)

The Committee notes with interest the information communicated in the Government's report with regard to various comments made in the previous direct request, particularly those relating to the voting rights of trade union members who are seasonal workers, and the right of workers to establish organisations of their own choosing. The Committee is commenting on other aspects of the right to organise in a new direct request, and wishes to make the following observations regarding the legislation in force.

From its examination of Act No. 14455 on occupational associations, the Committee notes that the distinction made therein between the most representative trade unions having trade union personality as such and other trade unions has the effect of conferring on the former a number of exclusive rights which, in reality, fully cover all the normal trade union activities of an organisation. The Committee considers that any distinction made between the most representative trade unions and those which do not have this character should not result in the former being granted privileges which exceed, in particular, exclusive or preferential rights as regards collective bargaining, consultations with governments and representation in international organisations. While this appears to be the case from the Government's report, the Committee considers that section 16 of the aforesaid Act, which lists the exclusive rights of such most representative organisations, is drafted in terms so broad that in effect all activities of a trade union character are reserved for these organisations. The Committee accordingly requests the Government to consider the action that might be taken to minimise the consequences of the distinction established between the majority organisations with trade union personality and other trade union organisations.

The Committee notes, furthermore, that on various occasions the Government has dismissed managing committees of trade unions, and has appointed in their stead controllers responsible for administering the respective organisations. The Committee considers that measures of this nature are not in conformity with Article 3

¹ The Government is requested to report in detail for the period ending 30 June 1971.

of the Convention, and that the removal of trade union leaders, in cases where violations of the legislation or of the internal statutes have been proved, as well as the appointment of temporary administrators, should be effected through the courts. The Committee requests the Government to take the action required in the light of these considerations.

Bolivia (ratification: 1965)

The Committee notes with regret that no report has been received from the Government.

The Committee notes, however, from information sent by the Government in connection with a case pending before the Governing Body's Committee on Freedom of Association, that Supreme Decree No. 7822 concerning trade unions, on which it has commented in a previous direct request, has been abrogated by Supreme Decree No. 8937 of 26 September 1969. This latter Decree also establishes that provisions guaranteeing freedom of association and the free and democratic election of trade union leaders shall be drawn up, with the participation of workers' organisations established at the national level.

In this respect, the Committee wishes to draw the Government's attention to the comments on the trade union legislation made in its direct requests of 1967 and 1969, and asks the Government to provide information in its next report concerning the action taken and the legislation in force regarding trade unions.¹

Burma (ratification: 1955)

The Committee notes the information supplied by the Government in connection with an observation made in 1970, to the effect that the Trade Unions Act, 1926, has been neither repealed nor amended, but is not resorted to, nor is there any need to apply it in practice. This, it was stated, is due to the wide and strict practical application of the 1964 Law defining the fundamental rights and responsibilities of the people's workers, and the Rules passed in accordance with this Law, both concerning the formation of people's workers' councils.

The Committee observes that this legislation establishes a compulsory system for the organisation and representation of workers, based on the above-mentioned councils which have to be set up at the level of the undertaking or township, with a Central People's Workers' Council covering the whole country. These councils form a hierarchical structure, in which the decisions adopted at higher levels are to be followed at lower levels (section 23 of the Rules). The Central People's Workers' Council is required to abide by the directives of the political party in power, and once the latter becomes a fully fledged party of the peasants and workers, both organisations will merge (section 24). Two-thirds of the members of the councils are elected by the workers and the other third is nominated by the Revolutionary Council (section 8, 11 and 17).

The Committee does not consider that this system of workers' organisations enjoys the guarantees provided for in the Convention. Furthermore, while the Trade Unions Act has not been repealed, the effect of the Government's introduction of this system has been to eliminate any possibility of applying the Act, or of establishing and running workers' organisations which would be protected by these guarantees. The Committee is consequently obliged to conclude that the Convention has ceased to be applied in practice and accordingly feels bound to draw the Government's attention to the obligation established in Article 11 to take all necessary and

¹ The Government is asked to report in detail for the period ending 30 June 1971.

appropriate measures to ensure that workers and employers may exercise freely the right to organise.

Byelorussia (ratification: 1956)

For a number of years the Committee had indicated, in the absence of new information in the Government's reports, that it remained prepared to consider further the points raised by it previously at such times as any new elements are brought to its attention. The Committee therefore notes with interest, from the Government's report, the adoption by the Supreme Soviet of the USSR on 15 July 1970 of the "Fundamental Principles governing the Labour Legislation of the USSR and Union Republics", containing various provisions relating to trade unions. Article 2 of this text recognises the right of workers to unite in trade unions, article 6 refers to collective agreements, article 95 refers to the registration of trade unions, article 96 deals with trade union rights, article 97 deals with participation in the management of production, article 98 concerns relations between the trade union committee and the administration of enterprises, article 99 lays down guarantees for trade union representatives and article 104 refers to supervision and control by trade unions of the observance of legislation.

Bearing in mind the points raised in detail by the Committee (the last occasion being in 1962), it would appear that of these various provisions, the one which is most directly related to some of the problems raised previously is that contained in article 95, which states that "trade unions function in conformity with the rules and statutes they themselves adopt, and are not subject to registration with state bodies".

With respect to the question of the registration of trade unions, the Committee wishes to recall the fact that on various occasions it has pointed out that articles 152 and 153 of the Labour Code have the effect of establishing a "previous authorisation" which is incompatible with Article 2 of the Convention. In fact, although article 152 provides that the trade unions shall not be liable to registration by state organs, at the same time it also provides that unions must be registered with an inter-union organisation—designated by name in the legislation, "the Central Council of Trade Unions"—thereby establishing an indispensable formality which must be fulfilled in order that a trade union can legally exist as such; article 153 specifically provides that "no trade union which has not been registered with an inter-union organ . . . can style itself a trade union or claim the rights of a trade union".

The Committee had concluded that "in view of the fact that, in accordance with the legislation, registration must be effected with 'the Central Council of Trade Unions' and that the latter is responsible for the application of labour legislation—including provisions relating to the establishment of trade unions—it would appear, as the Committee observed in 1960, that even if this organ acts in its capacity as the supreme organ of the existing trade unions, it is thus placed in a position in which it is both judge and interested party".

The Committee notes that article 95 of the Fundamental Principles, in establishing that registration of trade unions with organs of the State is not required, merely repeats the provision of article 152 of the Labour Code. Article 95 however does not deal with the requirement of registration with the Central Council of Trade Unions, which results from articles 152 and 153 of the Labour Code.

Nor is there any indication that the Fundamental Principles introduce changes in the other legislative provisions to which the Committee has pointed in its previous observations as not being compatible with the Convention.

As it is envisaged in Decree No. 523 of 3 November 1970 concerning the procedure for the coming into force of the Fundamental Principles to bring the legislation

of the USSR and of the Union Republics into conformity with the Fundamental Principles, the Committee hopes that the Government will use this opportunity to introduce suitable amendments to the provisions of the Labour Code mentioned above. The Committee had indicated in 1963 that these provisions "are or are liable to be contrary to the rights and guarantees laid down in the Convention", and it expresses the hope that the legislative revision currently under way may lead to suitable steps towards the full application of the Convention.¹

Cameroon (ratification: 1960)

The Committee notes with regret that the Government's report contains no reply to the comments raised in its previous direct request and hopes that the next report will include full information thereon.

The Committee is addressing another direct request to the Government in this connection.

Central African Republic (ratification: 1960)

In its previous observations, the Committee noted that section 192 of the new draft Labour Code (corresponding to section 10 of the present Code) provided that the officers of a trade union must have been engaged in the occupation concerned for one year; it pointed out that Article 3 of the Convention provides for no such restriction, and requested the Government to reconsider the question.

The Committee notes the explanations given in the Government's report, to the effect that section 10, subsection 1, of the Labour Code had been drafted in this way in order to prevent the trade unions from being "encumbered with non-professionals who hamper their action".

The Committee also notes with interest the Government's statement that "section 10 has been reviewed in the draft of a new Code on which the Government will be called upon to decide".

The Committee requests the Government to supply in its next report information on the adoption of the new Code, and the texts adopted.

Congo (Brazzaville) (ratification: 1960)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee has taken note of the report of the Government and of the discussion which took place in 1969 in the Conference Committee regarding the application of the Convention in the Congo (Brazzaville), and in particular of the statements of a Government representative concerning the scope and significance of Act No. 40/64 of 17 December 1964. The Committee considers that neither these statements nor the information contained in the report invalidate the conclusions reached by it at its previous session, and finds itself obliged to repeat its previous observation, the essential passages of which read as follows:

The Committee considers the establishment by legislation of a single trade union organisation to be incompatible with the provisions of Article 2 of the Convention, according to which workers without distinction whatsoever shall have the right to establish and join organisations of their own choosing without previous authorisation. On various occasions the Committee has pointed out that in order to avoid the harmful effects of a multiplicity of trade unions it would not be contrary to the principles of freedom of association to grant certain special rights—principally in connection with collective bargaining—to majority trade unions, the majority nature of an organisation being deter-

¹ The Government is requested to supply full information to the 56th Session of the Conference and to submit a detailed report for the period ending 30 June 1971.

mined in accordance with objective criteria. However, this should in no case lead to the prohibition by legislation of the establishment of other trade unions or of workers joining the organisations of their own choosing.

The Committee also considers that the approval and imposition by law of the rules of the Congolese Trade Union Confederation are incompatible with Article 3 of the Convention, which provides that workers' organisations shall have the right to draw up their constitutions and rules, and that the public authorities shall refrain from any interference which would restrict this right.

Finally, the Committee notes that the provisions both of Act No. 40/64 of 1964, referred to above, and of the supplementary Act No. 3/65 of 25 May 1965, under which all central workers' organisations and all primary trade unions other than those belonging to the Congolese Trade Union Confederation have been dissolved, are incompatible with the provisions of Article 4 of the Convention, which provides that workers' organisations shall not be liable to be dissolved by administrative authority and also with the principle that it should be the judicial authority, following a normal judicial procedure, which decides on questions concerning the dissolution of trade union organisations.

The Committee requests the Government to indicate the measures taken or contemplated to bring the national legislation and practice into line with the provisions of the Convention as soon as possible.

The Committee hopes that the Government will make every effort to take the necessary action in the very near future.

Costa Rica (ratification: 1960)

Further to the various direct requests it has made in the past concerning access by trade union officials to the banana plantations, the Committee observes that the Committee on Freedom of Association of the Governing Body has also been called upon to examine a number of cases relating to this point, in respect of which it drew the attention of the Government of Costa Rica to the importance it attached to the right of trade union representatives to have access to the plantations for the purpose of engaging in lawful trade union activities, as well as to the right of plantation workers to hold trade union meetings there. The Committee on Freedom of Association expressed its concern at the fact that the recommendations it had made to the Government in these cases did not appear to have led to the taking of any concrete measures to enable these rights to be effectively exercised.

The Committee of Experts has already taken note of Administrative Order No. 1772 of 5 September 1967, issued by the Minister of Labour, in which it is stated that "trade union officials, provided that they commit no breach of the law of the land, shall be entitled to travel along the public thoroughfares which cross the plantations in order to reach their premises, to enter the villages and to deal with the matters within their competence in the workers' homes, so long as they do so with the consent of the workers in question and so long as their behaviour conforms to the standards laid down by the legislature". Nevertheless, the Committee observes from the reports of the Governing Body's Committee on Freedom of Association that in practice obstacles are placed in the way of the exercise of the rights set forth in this Administrative Order, and that, furthermore, other statutory provisions are invoked for the purpose of denying these rights.

The Committee has taken note of the statement in the Government's report whereby it reaffirms its intention to guarantee trade union officials freedom of access to the places indicated in the Administrative Order, provided that the activities of the officials in question are in the direct interests of the country's trade union movement. In view of the foregoing remarks, and of the importance of ensuring the exercise of freedom of association on plantations, of the right of entry by trade union officials and the right of the workers to hold meetings—both recognised in the resolution adopted in 1950 by the ILO Committee on Work on Plantations—the Committee trusts that the Government will take, without delay, the legislative and

administrative measures necessary to allow these rights to be fully exercised, and that it will keep the Committee informed as to the progress made in this respect.

Cuba (ratification: 1952)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee remains prepared to consider further the points raised in preceding years at such time as any new elements shall have been brought to its attention. The Committee would be grateful if the Government would keep it informed of any developments in this connection.¹

Czechoslovakia (ratification: 1964)

The Committee notes the information contained in the Government's report, and thanks the Government for forwarding a copy of the rules of the Revolutionary Trade Union Movement.

The Committee regrets, however, that no information has been supplied regarding the possibility of establishing trade unions independent of the Revolutionary Trade Union Movement. In this connection, the Committee noted in its previous direct request that, under section 5 of the Constitution, Act No. 37 of 1959, and also under the Labour Code of 1965, the sole trade union organisations which appear to be recognised in law are the Revolutionary Trade Union Movement and its basic units. The Committee notes that Law No. 68 of 1951, to which the Government refers in its last report, provides for the establishment of only one unified trade union organisation and specifically recognises the Revolutionary Trade Union Movement as an organisation in the terms of this law.

In these circumstances the Committee considers that the establishment of workers' organisations for furthering the interests of their members, independent of the Revolutionary Trade Union Movement, would not legally be possible.

The Committee considers that a situation in which only one single trade union organisation and its basic units are recognised in law is a situation which constitutes a denial to workers of the possibility of choice between different organisations, and which accordingly contravenes the rights and guarantees provided by the Convention.

The Committee is prepared to consider these problems further once it has been provided with new information. Meanwhile, the Committee requests the Government to keep it informed of any developments in this connection.¹

Dominican Republic (ratification: 1956)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

With respect to the questions that gave rise to its comments which were repeated in 1969 in an observation and a direct request, the Committee notes the information given in the Government's report for 1968-69 concerning the appointment of a new committee responsible for studying the revision of the Labour Code.

The Committee also notes the statement of the Government representative to the Conference Committee in 1969 to the effect that this committee had been set up two years before to consider improvements to the Labour Code, and had drawn up a report which was to be submitted to Congress, and that a tripartite committee has also been appointed with a view to advising on the proposed

¹ The Government is asked to report in detail for the period ending 30 June 1971.

texts. The representative added that all the comments made by the Committee of Experts would be brought to the attention of these bodies and taken into account, so that the Government would soon be in a position fully to meet its obligations regarding the application of the Convention.

In its previous direct requests and observations, the Committee has referred repeatedly to the situation of various categories of workers who are outside the scope of the Labour Code, such as public servants and other workers employed by the State, and various categories of agricultural workers. The Committee has also referred to sections 368 to 379 of the Code, the concurrent application of which might seriously restrict the right to strike.

In view of the statements made concerning the revision of the legislation, the Committee asks the Government to specify in its next report the action taken to ensure that persons not covered by the Labour Code enjoy full freedom of association, in conformity with Article 1 of the Convention, and to amend sections 368 to 379 of the Code so that they do not impair the rights guaranteed to trade unions by the provisions of Articles 3 and 8 (paragraph 2) of the Convention.

Greece (ratification: 1962)

The Committee notes the information supplied by the Government in its last report. In addition, the Committee has taken note of the findings and recommendations of the Commission of Inquiry established under article 26 of the Constitution of the ILO to examine complaints concerning the observance by Greece of the freedom of association Conventions. It has also taken note of a statement made by the representative of the Government at the 181st Session of the Governing Body (November 1970), a letter dated 14 January 1971 submitted by the Government of Greece to the ILO in accordance with the provisions of article 29 of the Constitution of the ILO, and the discussions which took place at the 182nd Session of the Governing Body (March 1971).

The Committee observes that the findings of the Commission of Inquiry related, in the first place, to measures taken by the Government in connection with trade unions following the coup d'état of 21 April 1967. Such measures included the dissolution of a number of trade unions by government decision, the removal from office, deportation or forced resignation of certain trade union leaders, and general interference by the authorities in trade union matters. Further, new unions could not be established, at least in the months following the coup d'état, without the prior authorisation of the authorities. The Committee, endorsing the view of the Commission of Inquiry, considers that measures of this nature, taken as a whole, constitute a breach of the Convention, and in particular of Articles 2, 3, 4 and 8 thereof.

The Committee also examined in detail the legislation concerning trade unions promulgated by the Government in 1969, i.e. Legislative Decrees Nos. 185 and 186, both of which were also examined by the Commission of Inquiry.

Articles 3 and 4 of the Convention. Section 9 of Legislative Decree No. 185/1969 provides that, in order to be elected to trade union office, the candidates must have worked during the last six years prior to the date of the elections, for at least 100 days a year, or a total of 600 days, with a minimum of 50 days in each year. The Committee considers that, under this provision, a number of workers would be unable to fulfil this requirement and would be prevented from being elected to a post at any level of a trade union organisation. Further, there is a risk that an employer, in dismissing an employee, might thereby disqualify him from holding trade union office. The Committee considers, as did the Commission of Inquiry, that the requirements contained in this provision run counter to Article 3 of the Convention which provides that workers' organisations shall have the right to elect their representatives in full freedom. In this connection, the Committee notes from the aforementioned letter that the Government is contemplating the repeal of this section and

that a new decree will be promulgated containing special provisions regarding the requirements for the holding of trade union office.

The Committee notes that section 10 of this Legislative Decree limits the remuneration which trade unions may pay to the members of their executive committees, and to their staff and legal advisers. In this connection, the Committee also endorses the opinion of the Commission of Inquiry that this provision constitutes an infringement of Article 3 of the Convention which guarantees to workers' and employers' organisations the right to organise their activities and provides that the public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof. The Committee has noted the Government's statement, contained in the above-mentioned letter, that the revision of the legislation will include the repeal of this section of the Decree.

The Committee further notes that section 6 of this Legislative Decree provides that trade union leaders and representatives shall be dismissed from office by court decision if they become involved in activities aimed against the territorial integrity of the State, or its security or its political or social régime. This section also lays down that trade unions shall be dissolved by order of the court if their purpose or activity is directed against the territorial integrity of the State or its security, or its political or social order, or the civil liberties of the citizen. The Committee in accordance with the recommendation of the Commission of Inquiry, requests the Government to give detailed information about any judicial decision interpreting or applying these provisions.

The Committee also notes the legislative changes brought about by Legislative Decree No. 186/1969 with regard to the financing of trade unions. According to the new system, federations recognised as representative may conclude collective agreements providing for members' trade union dues to be deducted by employers (check-off system), and which are then channelled by the state-controlled Workers' Fund to the organisations to which these workers belong. Non-trade union members are still bound to contribute to the Workers' Fund in the same way as before. Should no collective agreement exist, both members and non-members of trade unions are required to contribute to the Workers' Fund as under the previous system. Having regard to the provisions of this Decree laying down the requirements to be fulfilled before any trade union organisation can be recognised as representative and therefore capable in law of entering into negotiations for the conclusion of a collective agreement, the Committee is of the same view as the Commission of Inquiry, that the new system continues to be restrictive in the light of the standards set by the Convention, both as regards the capacity of organisations to conclude collective agreements and as regards the degree of dependency of trade unions on the Workers' Fund. It considers that any form of state control, either through the Workers' Fund, or by any other forms of direct or indirect intervention, should be abolished in order that the trade union movement may achieve the financial independence which is a prerequisite for the enjoyment of the guarantees laid down in the Convention.

The Committee notes from the above-mentioned letter of 14 January 1971 that the Government accepts the view of the Commission of Inquiry that the system of financing trade unions in Greece which was amended by Legislative Decree No. 186 of 1969, is not entirely appropriate and that the Government will take the steps necessary to settle the matter from the legislative point of view.

Article 8. The Committee endorses the view of the Commission of Inquiry that a reform of the legislation on trade union matters would not in itself be sufficient to ensure full conformity with the Convention. In this connection, the Committee draws

the attention of the Government to Article 8 of the Convention, which states the more general principle that "the law of the land shall not be such as to impair, nor shall it be so applied as to impair, the guarantees provided for in this Convention". In Greece the Constitution of 1968 has not been fully brought into effect and the siege law has not yet been brought completely to an end. The full enjoyment of civil liberties is therefore not ensured by the law of the land. In this situation the Committee considers it important to recall the resolution concerning trade union rights and their relation to civil liberties adopted by the International Labour Conference in 1970, which states that the rights conferred upon workers' and employers' organisations must be based on respect for those civil liberties which have been enunciated, in particular, in the Universal Declaration of Human Rights and in the International Covenant on Civil and Political Rights and that the absence of civil liberties removes all meaning from the concept of trade union rights. In that resolution the Conference placed special emphasis on certain rights which are essential for the normal exercise of trade union rights, such as the rights to freedom and security of person, freedom from arbitrary arrest and detention, freedom of opinion and expression, freedom of assembly, the right to a fair trial by an independent and impartial tribunal and the right to protection of the property of trade union organisations.

In the light of all the above observations and the comments made by the Government, the Committee trusts that Legislative Decrees Nos. 185 and 186 of 1969 will be amended at an early date and requests the Government to keep it informed on the bringing into force of the provisions of the Constitution regarding civil liberties and the repeal of the legislation which maintains the existence of the state of siege.¹

Guatemala (ratification: 1952)

The Committee notes with regret that the Government's report contains no reply to most of its comments and does not refer to the Bill to amend the Labour Code which includes the changes suggested by the Committee of Experts, and to which the Council of State had given its consent.

The Committee is therefore obliged to repeat its previous comments as follows:

1. The ban on re-election of union leaders in section 222 (a) of the Labour Code, although partially lifted by Legislative Decree No. 45 of 18 June 1963—which permits re-election "where among the members of the organisation there is not a sufficient number of persons possessing the qualifications required by the Code for membership of an executive committee or an advisory board or where it is necessitated by the small number of members of the union"—is incompatible with Article 3, paragraph 1, of the Convention which provides that all organisations may "elect their representatives in full freedom".

2. The provisions of section 211 (a) and (b) of the Labour Code, under which the Government "must exercise the strictest possible supervision over the trade unions" and "co-operate with the unions so as to ensure the best orientation of their activities", appear to leave the way open for interference by the public authorities in the administration and activities of the unions and thus to be contrary to Article 3 of the Convention.

3. Section 226 (a) of the Labour Code authorises the labour courts, at the request of the Ministry of Labour and Social Welfare, to order the dissolution of a union if it has been established in legal proceedings, *inter alia*, that the union has been intervening in electoral affairs or party politics. According to the Government's statement this section has never been used in practice. Nevertheless, it would, if applied, be contrary to the provisions of Article 3 of the Convention.

4. Section 211 (c) of the Labour Code provides that the Ministry of Labour and Social Welfare may refuse to authorise, register or grant legal personality to a trade union "for reasons of public

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

interest or in order to avoid a serious dispute between industrial associations . . . if another association comprising more than three-fourths of the total number of employees in the undertaking has already been legally recognised therein". These provisions are contrary to Article 2 of the Convention under which employers and workers shall have the right to establish and to join without previous authorisation, organisations " of their own choosing ".

The Committee trusts that the Council of State will complete its study in the near future and that the Bill to amend the Labour Code will be adopted, account being taken of the above observations, in order to bring the national legislation into conformity with the provisions of the Convention. The Committee requests the Government to keep it informed on all progress in this direction.

The Committee has taken note of the information supplied by the Government in reply to one point in its previous observation, to the effect that workers employed either directly or indirectly by the State (excluded under section 2 of the Labour Code and not covered by the Civil Service Law) are covered in regard to freedom of association by the provisions of Convention No. 87 and, in addition, by those of the Labour Code, subject to the limits laid down in Article 119 of the Constitution.

In these circumstances, the Committee believes that, in order to avoid any uncertainty, it would be desirable for the Government to issue specific standards clearly stating the trade union rights of this category of workers.

The Committee has further taken note of Decree No. 1786 of 1968 under which the employees of autonomous or semi-autonomous state enterprises engaged in economic activities similar to those of private enterprises may not strike or go to arbitration in respect of collective economic demands. The Committee believes that prohibition of strikes constitutes a considerable restriction of the opportunities open to organisations for furthering and defending the interests of their members (Article 10 of the Convention) and of the right of trade unions to organise their activities in full freedom (Article 3). The Committee recalls that the Committee on Freedom of Association of the Governing Body has accepted that strikes may be prohibited for *certain workers*, with particular reference to civil servants and persons engaged in essential services. However, the provision of Decree No. 1786 referred to applies without any form of distinction to every state enterprise engaged in economic activities similar to those performed by private enterprises. The Committee, therefore, requests the Government to state in its next report what action it might adopt in the light of the situation outlined above.

The Committee again requests the Government to state what action it has taken to issue regulations under section 63 of the Civil Service Law which recognises the right of public servants to associate freely for occupational purposes.¹

Honduras (ratification: 1956)

With regard to the observation which it has repeatedly addressed to the Government over a number of years, the Committee notes the statement made in the Government's last report, confirming the need to review the various problems raised in the observation, in consultation with the workers' organisations. In view of the time that has elapsed without any progress being made, the Committee trusts that the Government will proceed without further delay to bring its legislation into conformity with the provisions of the Convention and that it will indicate in its next report what measures have been taken to this effect.

The following list indicates the points that have previously been raised, and, in addition, two others that have been the subject of direct requests by the Committee.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

1. Harmonisation of sections 475 and 504 of the Labour Code with Article 2 of the Convention, to eliminate the requirement that at least 90 per cent of the members of a trade union must be Honduran workers.

2. Amendment of section 472 of the Labour Code, which provides, contrary to Article 2 of the Convention, that there should be not more than one trade union within any undertaking, institution or establishment, and that, where several trade unions exist together, only the one comprising the largest number of workers should be retained.

3. Amendment of section 510 (c) of the Labour Code, which provides, contrary to Article 3 of the Convention, that trade union leaders must, at the time of their election, be normally engaged in the occupation or trade represented by the union and have been normally so engaged for more than six months during the previous year.

4. Harmonisation of the following provisions with Article 4 of the Convention, which stipulates that workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority:

- (1) sections 570 and 571 of the Labour Code, which provide that the Ministry of Labour and Social Welfare may, by order, impose sanctions which may go as far as the dissolution of a trade union which has engaged in or supported a strike not decided upon by the necessary majority;
- (2) section 500 (2) (b), under which trade union leaders responsible for infringements of the Code may be suspended by administrative authority; and
- (3) section 500 (2) (c), under which the Ministry of Labour and Social Welfare may temporarily withdraw the legal personality of a trade union responsible for infringements of the Code.

5. Harmonisation with Article 6 of the Convention of section 537, under which federations and confederations of trade unions have no right to declare a strike, and section 541, which prescribes that the leaders of federations or confederations must have been engaged in the occupation or trade concerned for more than one year before their election.

6. Amendment of section 2 of the Labour Code, to extend the right of association to workers belonging to agricultural or stockbreeding undertakings not permanently employing more than ten persons, which would achieve compliance with Article 2 of the Convention.

7. Amendment of section 500 (5) of the Labour Code, which provides that any member of the Committee of management of a trade union who has caused the union to incur the sanction of dissolution may be deprived of the right of association in any form for up to three years, which is incompatible with Article 2 of the Convention.¹

Hungary (ratification: 1957)

The Committee notes that the Government's last report contains no new information.

The Committee remains prepared to consider further the points raised in preceding years at such time as any new elements shall have been brought to its attention. The Committee would be grateful if the Government would keep it informed of any developments in this connection.¹

¹ The Government is asked to report in detail for the period ending 30 June 1971.

Ireland (ratification: 1955)

The Committee has received comments made by the Irish Congress of Trade Unions and transmitted to the ILO by the Government, concerning certain provisions of the Industrial Relations Act, 1969.

The Irish Congress of Trade Unions has represented that, prior to the enactment of the Industrial Relations Act, 1969, it would have been open to a trade union to submit to the Labour Court a trade dispute related to the rights and freedoms dealt with in Conventions Nos. 87 and 98, but that under that Act a trade union can submit such a dispute only if the employer agrees or if the trade union agrees in advance to accept the recommendation of the Court. It is the view of the Irish Congress of Trade Unions that an employer would not agree to a dispute of the type in question being submitted to the Labour Court for a recommendation and that it would be unreasonable to expect a trade union to bind itself to accept such a recommendation in a case which involved the principle of trade union recognition and of freedom of association; no trade union could put itself in the position of assenting to the premise that any contrary principle could or might be accepted.

The Government expresses the view that freedom of association, the right to organise and the right to bargain collectively have not been diminished by the enactment of the Industrial Relations Act, 1969.

The Committee is of the opinion that the relevant provisions of the Industrial Relations Act, 1969, are not in themselves contrary to Conventions Nos. 87 and 98. It wishes to point out, however, that in view of the fact that Ireland has ratified both Conventions, the Labour Court should take into account the principles and standards embodied in these Conventions when making a recommendation on matters relating thereto, and that the acceptance in advance of a recommendation by a trade union does not prevent the ILO supervisory bodies from expressing their opinion on the relevant issue in the light of these principles and standards.

Japan (ratification: 1965)

The Committee notes the information supplied by the Government in reply to its direct request of 1969, as well as the information contained in a further report submitted by the General Council of Trade Unions of Japan on the application of the Convention and the statement made by the Japanese workers' member of the Conference Committee in 1969. On certain of the matters raised therein the Committee makes the following observations; on other matters it is addressing a further direct request to the Government.

According to the legislation in force relating to the public sector, an employees' organisation or federation whose scope extends beyond the area of one local public body, or of one prefecture in the case of educational local civil servants, or one which is not limited to one class of employees, does not have the right to be registered. In its report the Government states that registration of an employees' organisation has merely the effect of affording some additional facilities or conveniences under national legislation. The Government adds that, legally speaking, there is no distinction as regards collective bargaining between a registered employees' organisation and one which is not registered.

The Committee notes, however, that as a result of the present system of registration, approximately one-half of the total number of organisations of local public employees are not eligible for registration and, hence, cannot acquire legal personality. As a result, these organisations are faced with certain disadvantages (e.g. they cannot

legally own buildings and property) and may have difficulty in being recognised for collective bargaining purposes.

The Committee requests the Government to re-examine the present system of registration with a view to facilitating the registration of employees' organisations, whatever their composition or scope, thereby bringing the legislation into closer harmony with Article 2 of the Convention which guarantees the right of workers to establish organisations of their own choosing, Article 3 which lays down the right of workers' organisations to organise their activities without interference by the authorities and Article 7 which establishes that the acquisition of legal personality by these organisations shall not be made subject to conditions of such a character as to restrict the application of the provisions of Articles 2, 3 and 4 of the Convention.

In its previous direct request the Committee requested the Government to indicate whether the suspension or cancellation of registration of a trade union by an administrative authority by virtue of section 108-3 of the National Public Service Law and section 53 of the Local Public Service Law became effective before the statutory period had expired without an appeal against such a decision having been lodged or before the decision had been confirmed by a court. The Government has replied in the affirmative, adding, however, that in addition to the suit for cancellation of the decision, the employees' organisation concerned may, under article 25 of the Administrative Suit Law, apply to the court for suspension of the effect of the measure taken or suspension of the whole or a part of the proceedings to be taken.

In this connection the Committee considers—in view of the effect that non-registration has on trade union activities—that where, following the suspension or cancellation of registration of an organisation by an administrative authority, a right of appeal exists to a judicial body, or the decision to suspend or cancel the registration has to be confirmed by such a body, the suspension or cancellation would be compatible with the Convention only if, pending the appeal to, or confirmation by, the judicial body, the union is free to function normally.

The Committee accordingly trusts that the Government will take the necessary steps to amend the legislation on this matter in order to ensure compliance with Article 4 of the Convention.

Malagasy Republic (ratification: 1960)

The Committee notes with interest the establishment by Decree No. 70-250 of 26 May 1970 of a national committee to suggest the measures required to bring the national legislation into harmony with Conventions Nos. 29 and 87, as well as the report on the work of this committee.

The Committee notes that in order to take account of its previous observations, this report suggests that section 3 of the Labour Code, which had been criticised by the Committee of Experts for prohibiting "any political activity whatsoever" by trade unions, should be replaced by the following text: "the trade unions have as their exclusive object the study and defence of professional interests".

The Committee hopes that the amendment suggested by the aforementioned national committee will be adopted in the near future and that in its next report the Government will be able to indicate the progress made in this connection.

Mauritania (ratification: 1961)

See under General Observations.

Mexico (ratification: 1950)

Following its previous observation, the Committee notes the Government's communication to the Conference Committee on the Application of Conventions and Recommendations in 1970, the statement made by a Government representative to that Committee and the Government's last report, from which it appears that, for historical and other reasons, it is not proposed to amend the federal Act respecting state employees, as regards the matters considered by the Committee as being contrary to the Convention.

The various communications mentioned above do not contain any new elements warranting a change in the conclusions reached by the Committee in previous years as regards sections 68, 69, 71, 72, 73, 75, 79 and 84 of the Act.

In these circumstances, the Committee can only reiterate its previous conclusions, and trusts that the Government will reconsider the position, keeping the Committee informed of any new developments. The Committee is prepared to consider further the points raised at such time as any new information is brought to its attention by the Government.

Pakistan (ratification: 1951)

The Committee notes with satisfaction that, following its previous observation and direct request, the Government has enacted the Industrial Relations Ordinance, 1969, which repeals the East Pakistan Trade Unions Act, 1965, the East Pakistan Industrial Disputes Act, 1965, the West Pakistan Trade Unions Ordinance, 1968, and the West Pakistan Industrial Disputes Ordinance, 1968, and eliminates the following provisions which were referred to by the Committee as being incompatible with the Convention: removal by the Government, in certain cases, of outsiders elected as trade union officers, refusal of registration of a trade union if the Registrar considers the number of members of the executive or other officers to be excessive, substantial restrictions on the right to strike, exclusion from the right to organise of persons employed in the service of a hospital or in a service declared by the Government to be watch and ward or security service, withdrawal or cancellation by administrative authority of the registration of a trade union, dismissal of trade union officers by the Registrar if he considers that the funds of the union have been or are likely to be misappropriated and a minimum requirement of seven unions to establish a federation.

On the other hand, the Committee notes that the Government does not refer in its report to any further measures taken to bring Notification No. 6/1/48-Ests (SE) of 30 August 1948, relating to freedom of association of public officials or government servants, into line with the provisions of Article 2 of the Convention. The Committee urges the Government to re-examine this legislation on which the Committee has made observations over a considerable period.

Peru (ratification: 1960)

The Committee notes with regret that the Government's report contains no new element in reply to previous comments. It is bound therefore to repeat the various points of its previous observation, regarding which the legislation is not in conformity with the Convention:

1. Recognition of the right to organise of public servants, of workers in state enterprises and of workers in charitable institutions, hospitals and similar institutions; none of these categories of workers is excluded from the provisions of Article 2 of the Convention.

2. Under the law, a trade union can only be established if it has a membership of more than 50 per cent of the workers in an undertaking if it is a workers' union; of more than 50 per cent of the employees if it is an employees' union; and of more than 50 per cent of the workers and the employees respectively if it is a mixed union. The Committee has pointed out that such a condition is incompatible with Articles 2, 7 and 11 of the Convention.

3. Under Supreme Decree No. 001 of 1963, trade union leaders must be workers or employees in the undertaking concerned, a provision which is not in conformity with Article 3 of the Convention under which workers and employers shall have the right to elect their representatives in full freedom and public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof.

4. The Committee has pointed out the desirability of amending section 6 of Supreme Decree No. 009 of 1961, which prohibits trade unions from devoting themselves to political activities, so as to bring this provision into harmony with the Government's own statement to the effect that this prohibition is applied in conformity with the resolution on the independence of the trade union movement adopted in 1952 by the Conference, and thus to avoid any possible discrepancy with Article 3 (1) of the Convention under which workers' organisations shall have the right to organise their activities and to formulate their programmes.

5. It seems to result from sections 5 and 9 of Supreme Decree No. 009 that it is lawful to establish only unions for a given undertaking (or works unit) or professional unions (these latter only in the case of persons who practise a profession or exercise an independent activity). According to the Government's report, there are nevertheless many cases where trade unions representing an industry have been registered and, moreover, workers in establishments with fewer than twenty workers (the minimum number required for the setting up and continued existence of a trade union) have the possibility of establishing and joining trade unions. The Committee is, however, of the opinion that, to avoid misinterpretation, the law ought to be amended so as to bring it into conformity with the actual practice reported by the Government as well as with Article 2 of the Convention.

6. Section 23 of Decree No. 021 provides that the five trade unions necessary for the formation of a federation "shall be of the same branch of activity", a provision which appears to be contrary to Articles 5 and 6 of the Convention. The Committee has urged that unions belonging to different branches of activity should be enabled to form federations and that, as regards the formation both of federations and of confederations, the law should be brought into conformity with the provisions of the Convention.

The Committee trusts that, on the occasion of the codification of the labour legislation, the necessary action will be taken in the near future to bring the national legislation into harmony with the Convention.

Poland (ratification: 1957)

The Committee notes that the Government's last report contained no new information.

The Committee remains prepared to consider further the points raised in preceding years at such time as any new elements shall have been brought to its attention. The Committee would be glad if the Government would keep it informed of any developments in this connection.¹

Rumania (ratification: 1957)

The Committee takes note of the information supplied by the Government in reply to its direct requests, according to which there are no legal restrictions on the establishment of a union, that any union may decide freely to affiliate to the federation of unions of its particular branch and that there is no legal prohibition of the establishment of federations other than those affiliated to the General Federation of Trade Unions.

Syrian Arab Republic (ratification: 1960)

The Committee notes the information supplied by the Government in reply to the matters raised in its previous direct request. It notes with interest the Govern-

¹ The Government is asked to report in detail for the period ending 30 June 1971.

ment's statement that it is prepared to revise any of its laws which restrict the fundamental freedom of trade unions to exercise their activities, or of workers to establish trade unions. The Committee is addressing a further direct request to the Government and hopes that the Government will re-examine the legislation in the light of the Committee's comments.

Trinidad and Tobago (ratification: 1963)

With regard to its previous observation, the Committee has received the reply of the Government to the comments made by the Trinidad and Tobago Labour Congress and it has also examined other information sent by the Government in a case dealt with by the Committee on Freedom of Association and which concerns the points raised in a previous direct request. The Committee makes the following observations and addresses a further direct request to the Government.

Section 24 of the Civil Service Act, 1965, provides that for the purpose of recognition by the Minister an association formed pursuant to subsection (2)—or, by subsection (1), an existing organisation—may not be representative of any class or classes of civil servants already represented by an appropriate recognised association nor may it admit to its membership a civil servant who is a member of an appropriate recognised association. Similar provisions are contained in section 72 of the Education Act, 1966; section 28 of the Fire Service Act, 1965; and section 26 of the Prison Service Act, 1965.

According to these provisions and to the information sent by the Government, it would appear that whenever a category of civil servants is already represented by an association, such civil servants may form or join other associations, but the latter would not have any right to represent their members.

The Committee considers that this legislation is not in conformity with Article 2 of the Convention, which establishes that workers shall have the right to establish and join organisations of their own choosing, and with Article 3, which guarantees the right of workers' organisations to organise their activities without the interference of the public authorities.

The Committee further considers that if the system of representation of a whole class of civil servants by a single association for purposes of consultation and bargaining is maintained, it would be necessary to establish adequate safeguards and objective criteria for the determination of the most representative associations entitled to carry out these functions. Such safeguards and criteria should include, in particular, the following: the representative organisation to be chosen by a majority vote of the employees in the unit concerned and the right of an organisation which failed to secure a sufficiently large number of votes to ask for new elections after a stipulated period.

The Committee also notes that as a result of sections 27 and 28 of the Fire Service Act, fire officers may form associations but may not be represented by the Civil Service Association nor by any other trade union recognised as a bargaining body for any class or classes of public officers immediately before the commencement of the Civil Service Act, 1965. Such provision is equally contrary to Article 2 of the Convention.

Finally, subsections 24 (5) of the Civil Service Act, 72 (5) of the Education Act and 28 (3) of the Fire Service Act, establish that associations formed pursuant to the respective sections in these Acts may not be registered as trade unions. The Committee takes note of the Government's statement according to which the distinction between registered and non-registered associations has no effect in so far as the rights and guarantees of the Convention are concerned.

Ukraine (ratification: 1956)

For a number of years the Committee had indicated in the absence of new information in the Government's reports, that it remained prepared to consider further the points raised by it previously at such time as any new elements are brought to its attention. The Committee therefore notes with interest, from the Government's report, the adoption by the Supreme Soviet of the USSR on 15 July 1970 of the "Fundamental Principles governing the Labour Legislation of the USSR and Union Republics", containing various provisions relating to trade unions. Article 2 of this text recognises the right of workers to unite in trade unions, article 6 refers to collective agreements, article 95 refers to the registration of trade unions, article 96 deals with trade union rights, article 97 deals with participation in the management of production, article 98 concerns relations between the trade union committee and the administration of enterprises, article 99 lays down guarantees for trade union representatives and article 104 refers to supervision and control by trade unions of the observance of legislation.

Bearing in mind the points raised in detail by the Committee (the last occasion being in 1962), it would appear that of these various provisions, the one which is most directly related to some of the problems raised previously is that contained in article 95, which states that "trade unions function in conformity with the rules and statutes they themselves adopt, and are not subject to registration with state bodies".

With respect to the question of the registration of trade unions, the Committee wishes to recall the fact that on various occasions it has pointed out that articles 152 and 153 of the Labour Code have the effect of establishing a "previous authorisation" which is incompatible with Article 2 of the Convention. In fact, although article 152 provides that the trade unions shall not be liable to registration by state organs, at the same time it also provides that unions must be registered with an inter-union organisation, i.e. the Central Council of Trade Unions, as the Government confirmed in its report of 1961, thereby establishing an indispensable formality which must be fulfilled in order that a trade union can legally exist as such; article 153 specifically provides that "no trade union which has not been registered with an inter-union organ... can style itself a trade union or claim the rights of a trade union".

The Committee had concluded that "the inter-union organisation is placed in a position in which it is both judge and interested party, since the law delegates to it the power to register trade unions. Thus, even if the government authority does not intervene directly in the grant of refusal to a particular association of the right of legal existence as a trade union, it delegates that power by law to a body which can impose conditions of substance, for example, with regard to the contents of the constitution and rules".

The Committee notes that article 95 of the Fundamental Principles, in establishing that registration of trade unions with organs of the State is not required, merely repeats the provision of article 152 of the Labour Code. Article 95, however, does not deal with the requirement of registration with the Central Council of Trade Unions, which results from articles 152 and 153 of the Labour Code.

Nor is there any indication that the Fundamental Principles introduce changes in the other legislative provisions to which the Committee has pointed in its previous observations as not being compatible with the Convention.

As it is envisaged in Decree No. 523 of 3 November 1970 concerning the procedure for the coming into force of the Fundamental Principles to bring the legislation of the USSR and of the Union Republics into conformity with the Fundamental Principles, and as the Government indicates in its report that a new Labour Code will be

adopted in accordance with this document, the Committee hopes that the Government will use this opportunity to introduce suitable amendments to the provisions of the Labour Code mentioned above. The Committee had indicated in 1963 that these provisions "are or are liable to be contrary to the rights and guarantees laid down in the Convention", and it expresses the hope that the legislative revision currently under way may lead to suitable steps towards the full application of the Convention.¹

United Arab Republic (ratification: 1957)

The Committee notes the information supplied by the Government at the 54th Session of the Conference (June 1970), according to which the process of amending the Labour Code is still being carried out in consultation between the Government and the workers' and employers' organisations. The Committee notes, in particular, that some of the points which it had raised in connection with the legislation had already been accepted by the tripartite committee entrusted with this task and that the Minister of Labour had decided to set up a joint committee of representatives of the Ministry of Labour and the Ministry of Justice to study the observations made by the Committee of Experts and to suggest the appropriate legislative amendments.

The Committee also notes from the report of the Government that a memorandum has been prepared by the competent services proposing amendments to the Labour Code on various points which were not in conformity with the Convention. The Committee further notes that a joint committee of the Ministry of Labour and the General Federation of Labour has been set up for the purpose of revising the provisions of the Code relating to trade unions and that a text is being prepared containing the proposed amendments, which will be submitted to the competent authorities.

The Committee hopes that the Government will take all the necessary action in the near future in order to put the legislation into conformity with the Convention on the various points raised in the Committee's previous observations. The Committee requests the Government to keep it informed of the progress made in this respect.

United Kingdom (ratification: 1949)

The Committee thanks the Government for the information contained in its report for 1968-70. It notes with satisfaction the passing of the Merchant Shipping Act, 1970, which affords merchant seamen the same protection as other workers in respect of acts done in contemplation or furtherance of a trade dispute.

The Committee also notes the intention of the Government to introduce comprehensive legislation which will provide a new framework of law within which the industrial relations system will operate. The Committee would be grateful if the Government will keep it informed of the progress of the legislation.

Upper Volta (ratification: 1960)

The Committee notes with regret that the Government's report has not been received. The Committee is compelled, therefore, to repeat its comments on the denial of the right to strike in all cases, which were as follows:

While taking into account the Government's explanations regarding the appointment of arbitrators—which seems in fact to afford certain guarantees—the Committee must nevertheless point

¹ The Government is requested to supply full information to the 56th Session of the Conference and to submit a detailed report for the period ending 30 June 1971.

out that, in their present form, sections 223 and 230 of the Labour Code may in practice lead to a prohibition of strikes *in all cases*. It therefore again draws the attention of the Government to its general conclusions of 1959 concerning the application of the Convention. In these conclusions the Committee, accepting the opinion of the Governing Body Committee on Freedom of Association, held that where *certain workers* are prohibited from striking "adequate guarantees should be given to such workers in order fully to safeguard their interests", whereas on the other hand a general prohibition of the right to strike applying to all workers such as that resulting from the sections of the Labour Code quoted above—would represent a considerable restriction on the action these organisations may take to further and defend the interests of their members (Article 10 of the Convention). This prohibition may thus be contrary to Article 8, paragraph 2, of the Convention which provides that "the law of the land shall not be such as to impair, nor shall it be so applied as to impair, the guarantees provided for in the Convention", including the right of unions to organise their activities in full freedom (Article 3).

The Committee therefore requests the Government to reconsider this matter and to indicate in its next report what measures could be taken to ensure the conformity of the legislation with the Convention in this respect.

USSR (ratification: 1956)

For a number of years the Committee had indicated, in the absence of new information in the Government's reports, that it remained prepared to consider further the points raised by it previously at such time as any new elements are brought to its attention. The Committee therefore notes with interest, from the Government's report, the adoption by the Supreme Soviet of the USSR on 15 July 1970 of the "Fundamental Principles governing the Labour Legislation of the USSR and Union Republics", containing various provisions relating to trade unions. Article 2 of this text recognises the right of workers to unite in trade unions, article 6 refers to collective agreements, article 95 refers to the registration of trade unions, article 96 deals with trade union rights, article 97 deals with participation in the management of production, article 98 concerns relations between the trade union committee and the administration of enterprises, article 99 lays down guarantees for trade union representatives and article 104 refers to supervision and control by trade unions of the observance of legislation.

Bearing in mind the points raised in detail by the Committee (the last occasion being in 1962), it would appear that of these various provisions, the one which is most directly related to some of the problems raised previously is that contained in article 95, which states that "trade unions function in conformity with the rules and statutes they themselves adopt, and are not subject to registration with state bodies".

With respect to the question of the registration of trade unions, the Committee wishes to recall the fact that on various occasions it has pointed out that sections 152 and 153 of the Labour Code of the Russian SFSR have the effect of establishing a "previous authorisation" which is incompatible with Article 2 of the Convention. In fact, although section 152 provides that the trade unions shall not be liable to registration by state organs, at the same time it also provides that unions must be registered with the inter-union organisations, "i.e. the All-Union Central Council of Trade Unions", as the Government stated in its report of 1961, thereby establishing an indispensable formality which must be fulfilled in order that a trade union can legally exist as such; section 153 specifically provides that "no trade union which has not been registered with an inter-union organ . . . can style itself a trade union or claim the rights of a trade union".

The Committee had concluded that "the law, by delegating to a higher trade union organ the power to register trade unions, places it in a position in which it is both judge and interested party. Thus, even if the government authority does not

intervene directly to grant or refuse to a group a legal existence as a trade union, it delegates this power by law to a body which is able to impose substantive conditions, such as the contents of its rules."

The Committee notes that Article 95 of the Fundamental Principles, in establishing that registration of trade unions with organs of the State is not required, merely repeats the provision of article 152 of the Labour Code. Article 95, however, does not deal with the requirement of registration with the Central Council of Trade Unions, which results from sections 152 and 153 of the Labour Code of the RSFSR. The Committee notes that the same provisions exist in sections 152 and 153 of the Labour Code of the Turkmen Republic.

Nor is there any indication that the Fundamental Principles introduce changes in the other legislative provisions to which the Committee has pointed in its previous observations as not being compatible with the Convention.

As it is envisaged in Decree No. 523 of 3 November 1970 concerning the procedure for the coming into force of the Fundamental Principles to bring the legislation of the USSR and of the Union Republics into conformity with the Fundamental Principles, the Committee hopes that the Government will use this opportunity to introduce suitable amendments to the provisions of the Labour Code of the RSFSR and of the Turkmen Republic mentioned above, as well as to the corresponding provisions of the Labour Codes of the other Union Republics. The Committee had indicated in 1963 that these provisions "are or are liable to be contrary to the rights and guarantees laid down in the Convention", and it expresses the hope that the legislative revision currently under way may lead to suitable steps towards the full application of the Convention.¹

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Barbados, Cameroon, Chad, Cyprus, Ecuador, Ethiopia, Gabon, Ghana, Greece, Guatemala, Guyana, Israel, Japan, Kuwait, Liberia, Nicaragua, Nigeria, Pakistan, Panama, Paraguay, Peru, Philippines, Rumania, Syrian Arab Republic, Trinidad and Tobago, United Arab Republic.*

Information supplied by *Belgium, Bulgaria, Dahomey, Honduras, Tunisia*, in answer to direct requests, has been noted by the Committee.

Convention No. 88: Employment Service, 1948

Algeria (ratification: 1962)

Articles 4 and 5 of the Convention. The Committee notes with regret that the Government's report for 1968-69 (received too late to be examined in 1970) fails to reply to the Committee's repeated requests concerning the setting up of advisory committees. The Committee trusts that the advisory committees required by the Convention will be established in the near future, in order to ensure the co-operation of representatives of employers and workers in the organisation and operation of the employment service and in the development of its policy, and trusts that the Government will indicate in its next report the measures taken in this respect.

¹ The Government is requested to supply full information to the 56th Session of the Conference and to submit a detailed report for the period ending 30 June 1971.

Argentina (ratification: 1956)

Further to its previous observations, the Committee has taken note with interest of the report of the National Human Resources Directorate containing detailed proposals for the reorganisation and expansion of the employment service. It has also taken due note of the undertaking given to the Conference Committee in 1970 that the employment service would be operating by 1971, and trusts that the full application of the Convention, which was ratified fifteen years ago, will thus be ensured.

The Committee notes that the aforesaid report proposes a substantial decentralisation of the placement functions of the employment service and expresses the hope that this decentralisation will be carried out in such a way as to comply with Articles 2 and 11 of the Convention. The Committee further hopes that the next report will contain detailed information on the application of each of the Articles of the Convention in the light of the measures taken for the reorganisation of the employment service.

Australia (ratification: 1949)

Further to its observation of 1970, the Committee notes with interest that the representatives of employers and workers on the National Labour Advisory Council are appointed in equal numbers and that the subjects within its scope include matters connected with the operation of the Commonwealth Employment Service and related questions (Articles 4 and 5 of the Convention).

Dominican Republic (ratification: 1953)

The Committee notes with regret that the Government's report has not been received. It recalls that in its last report on the Convention, covering the period 1967-68, the Government indicated that the advisory committees required by Articles 4 and 5 (including the National Advisory Committee on Employment provided for by Decree No. 574 of 5 May 1960) had still not been set up, and merely repeated the information supplied in its previous report (for the period 1963-65). The Committee trusts that the Government will now take the necessary measures for the establishment of one or more advisory committees, and will thus ensure the full application of the Convention, which was ratified eighteen years ago.¹

Peru (ratification: 1962)

The Committee notes from the Government's report that no further local offices of the employment service have yet been opened, but that a new office is proposed in the eastern region. Since the Government's earlier reports stated that the local offices in Trujillo, Arequipa and Huancayo were only employment market information offices, the Committee would be glad if the Government would indicate whether these offices now also conduct placing activities in accordance with Article 6 (a) and (b) of the Convention.

The Committee further recalls that, apart from the three offices referred to above, the Employment and Human Resources Service operates only four employment offices (in the Lima-Callao area), and trusts that steps will be taken in the near future

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

to extend the placement functions of the Employment and Human Resources Service to other regions of the country so as to give effect to Articles 1 to 3 of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Belgium, Central African Republic, Peru, Tunisia, Venezuela.*

Convention No. 89: Night Work (Women) (Revised), 1948

Algeria (ratification: 1962)

Article 5 of the Convention. Further to its previous requests regarding section 22 (a) of Book II of the Labour Code (suspension of the prohibition of night work for women in establishments where work affecting national defence is carried out) the Committee notes the Government's reply that while labour inspectors have been formally instructed not to have recourse to the provisions of this section, account will be taken, in revising the labour legislation, of the terms of Article 5 of the Convention. The Committee hopes that the Government will indicate in its future reports any changes which may occur, and that the Labour Code will be suitably amended when an occasion arises.

Costa Rica (ratification: 1960)

Article 5 of the Convention. Further to its previous observation concerning the discrepancy between section 88 (b) of the Labour Code, as amended (which empowers the Ministry of Labour to authorise night work for women employed in undertakings rendering services of public interest), and Article 5 of the Convention (which permits the suspension of night work, after consultation with the employers' and workers' organisations concerned, only "when in case of serious emergency the national interest demands it"), the Committee notes the Government's statement that within the framework of the current revision of the Labour Code steps will be taken to ensure its full compliance with this Article of the Convention.

The Committee trusts that the necessary measures will be adopted in the near future to ensure that any exceptions to the night work prohibition meet the requirements of Article 5 of the Convention.

Paraguay (ratification: 1966)

The Government having failed to reply to the previous direct requests on the application of this Convention, the Committee must take up the matter once again in a new direct request and it hopes that the Government will make every effort to take the necessary measures and supply the information requested.

Philippines (ratification: 1953)

In its observations made since 1956 the Committee has drawn attention to the need for measures to bring the Woman and Child Labour Law (Republic Act No. 679) into conformity with the provisions of Article 2 of the Convention (requiring a prohibition of night work of at least eleven consecutive hours) and Article 5, paragraph 1 (consultation with employers' and workers' organisations prior to suspension of the night work prohibition).

The Committee notes that, following an exchange of views in the Conference Committee in 1970, a Government representative indicated that immediate steps would be taken to implement fully the Convention through legislation. It also notes from the Government's report for the period 1969-70 that House Bill No. 2453, which contains provisions designed to give effect to the Convention, will be presented to Congress at its forthcoming regular session. In view of the repeated assurances given by the Government and of the concern expressed by the Conference Committee, the Committee trusts that the Bill will be adopted in the very near future so as to satisfy fully the requirements of the Convention.¹

Portugal (ratification: 1964)

See under Convention No. 4.

Republic of South Africa (ratification: 1950)

The Committee notes with regret that the report for 1969-70 has not been received, and that no information is therefore available on the measures taken or contemplated to give effect to its previous observations concerning the prohibition of night work for women employed above ground in mining undertakings, and in the building industry.

Yugoslavia (ratification: 1956)

Article 5 of the Convention. Further to its observations concerning the exceptions authorised to the prohibition of night work by women in industrial undertakings which are not in conformity with this Article of the Convention, the Committee notes from the Government's report that the assignment of women to night work under section 54 (3) of the Basic Act respecting employment relationships (which permits night work if particularly important public, economic, social or other similar circumstances so warrant) has only a very limited and exceptional application although exemptions from the prohibition of night work continue to be authorised particularly in the textile industry. The Committee also notes the Government's statement that under article 153 of the Federal Constitution a ratified Convention has the force of law and is directly applicable.

The Committee reiterates the hope that the necessary measures will be taken in the near future to amend section 54 (3) of the Basic Act so as to ensure the application both in law and in practice of Article 5 of the Convention, which permits suspension of the prohibition of night work by women only "when in case of serious emergency the national interest demands it".

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Paraguay, Portugal, Yugoslavia*.

Convention No. 90: Night Work of Young Persons (Industry) (Revised), 1948

Dominican Republic (ratification: 1957)

See under Convention No. 79.²

¹ The Government is requested to supply full information to the 56th Session of the Conference and to report in detail for the period ending 30 June 1971.

² The Government is requested to supply full particulars to the Conference at its 56th Session.

Haiti (ratification: 1957)

Article 3 of the Convention. The Committee has since 1960 drawn the Government's attention to the need for measures to bring the Labour Code (section 85 of which prohibits night work in industry for *apprentices* only) into conformity with Article 3 of the Convention (which requires such prohibition in respect of *all* young persons under 18 years). The Government explains in its report for 1969-70 that in practice minors under 18 years are not employed either in industrial or in commercial undertakings. In these circumstances, the Committee trusts that the Government will have no difficulty in introducing the necessary legislative measures, to which reference was made for the first time in the report for the period 1959-60 in the context of a new draft Labour Law, and thus ensure that full effect will be given to the basic requirements of the Convention in the very near future.¹

Paraguay (ratification: 1966)

The Government having failed to reply to the previous direct requests on the application of this Convention, the Committee must take up the matter once again in a new direct request and it hopes that the Government will make every effort to take the necessary measures and supply the information requested.

Philippines (ratification: 1953)

In the observations made since 1956 the Committee has drawn the Government's attention to the need for measures to amend the Women and Child Labour Law (Republic Act No. 679) so as to ensure: (a) that night work of young persons between 16 and 18 years of age be prohibited for a period of at least twelve consecutive hours (including the interval already prescribed between 10 p.m. and 6 a.m.); and (b) that specific provision be made either forbidding all exceptions in respect of young persons of either sex to the prohibition of night work or permitting such exceptions only in the circumstances and subject to the conditions specified in the Convention.

The Committee notes that, following an exchange of views in the Conference Committee in 1970, a Government representative indicated that immediate steps to implement fully the Convention through legislation would be taken. It also notes from the Government's report for the period 1969-70 that House Bill No. 2453, which contains provisions designed to give effect to the Convention, will be presented to Congress at its forthcoming regular session. In view of the repeated assurances given by the Government and of the concern expressed by the Conference Committee, the Committee trusts that the Bill will be adopted in the very near future so as to satisfy fully the requirements of the Convention.²

Yugoslavia (ratification: 1957)

Further to its previous comments the Committee notes with satisfaction that by an amending Act of 26 April 1969, section 55 (2) of the Basic Act respecting employment relationships has been brought into conformity with Article 5 of the Convention (suspension of the prohibition of night work limited to cases of serious emergency

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

² The Government is requested to supply full information to the 56th Session of the Conference and to report in detail for the period ending 30 June 1971.

when the national interest demands it) and section 60 of the Basic Act into conformity with Article 2 of the Convention (scope of the night work prohibition).

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Lebanon, Paraguay, Poland, Yugoslavia*.

Convention No. 91: Paid Vacations (Seafarers) (Revised), 1949

Requests regarding certain points are being addressed directly to the following States: *Algeria, Belgium, Brazil, China, Cuba, Finland, France, Iceland, Israel, Mauritania, Netherlands, Norway, Portugal, Yugoslavia*.

Convention No. 92: Accommodation of Crews (Revised), 1949

Cuba (ratification: 1952)

The Committee regrets that no report has been received on this Convention. It notes however from the statement made by a Government representative to the Conference Committee in 1970 that Cuban vessels are constructed in countries which respect the security and hygiene standards laid down by this Convention and that the Government is going to adopt regulations to supplement the General Principles on Labour Protection and Hygiene of 8 September 1964.

The Committee can only reiterate the hope that the Government will soon take measures to issue these regulations in order to give effect to the Convention, which was ratified nineteen years ago.¹

Poland (ratification: 1954)

The Committee notes from the Government's reply to its previous observation that the provisions of the Convention are applied in practice. Relevant draft regulations continue to be discussed between the parties concerned and they will be adopted in the near future.

In these circumstances, the Committee can only reiterate the hope that all the necessary measures will be taken to issue the regulations in question in the very near future with a view to giving full effect to the various provisions of the Convention, which was ratified as long ago as 1954.²

* * *

In addition, a request regarding certain points is being addressed directly to *Yugoslavia*.

Convention No. 94: Labour Clauses (Public Contracts), 1949

Burundi (ratification: 1963)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

² The Government is asked to supply full particulars to the Conference at its 56th Session.

The Committee notes from the information supplied by the Government that two draft decrees by which effect will be given to the Convention are to be submitted as soon as possible to the President of the Republic for signature. The Committee would be glad if the Government would confirm that, with the adoption of these two decrees, public contracts will contain the clauses envisaged in Article 2, paragraph 1, of the Convention or, where conditions of labour are not thus regulated, clauses to ensure the application of Article 2, paragraph 2.

The Committee hopes that the draft decrees will soon be approved and will ensure the full application of the Convention. It also hopes that the Government will supply with its next report the texts of all relevant legislation, including a copy of the General Specifications for public contracts.

Central African Republic (ratification: 1964)

The Committee notes with regret that no report has been received. It hopes that a report will be supplied for examination by the Committee at its next session and will contain full information on the matters raised in the direct request made in 1968 and 1970, which read as follows:

The Committee has taken note of the first report on the application of the Convention. It wishes to point out that the Convention does not apply, as indicated in the report, to persons employed by public authorities, but provides, by means of including labour clauses in contracts awarded by such authorities (Article 1, paragraph 1, of the Convention), that the workers employed on the execution of the contracts concerned enjoy the conditions of labour laid down in Article 2 of the Convention. The Committee hopes therefore that the next report will contain full information on the measures which give effect to the Convention.

Philippines (ratification: 1953)

The Committee takes note of the statement made by a Government representative to the Conference Committee in 1970 to the effect that provisions such as those contemplated in the Convention had been incorporated in the various forms of public works contracts and that there would be no difficulty in securing the adoption of these provisions. It also notes the assurance that immediate steps would be instituted by the Government to implement the Convention fully through legislation.

The Committee therefore regrets that the Government's report for 1969-70 refers neither to the new provisions which were to ensure full conformity with the Convention as regards public works contracts, nor to steps for the introduction of legislative measures regarding other types of public contracts (i.e. public contracts for the manufacture, assembly, handling and shipment of materials, supplies or equipment and for the performance or supply of services (Article 1, paragraph 1 (c), of the Convention).

The Committee must recall that observations have been addressed to the Government since 1956 regarding the manner in which the Convention is applied. It must therefore express the hope that, as stated before the Conference Committee in 1970, immediate steps will be taken to ensure that the appropriate labour clauses are inserted in all public contracts as defined in the Convention, that the organisations of employers and workers concerned are consulted regarding the terms of these clauses, and that all the other provisions of the Convention are satisfactorily observed.¹

Somali Republic (former British Somaliland) (ratification: 1960)

The Committee notes with regret that the Government's report has not been received. It has taken note of the statement made by a Government representative to the Conference Committee in 1970, to the effect that the new Labour Code of

¹ The Government is asked to supply full particulars to the Conference at its 56th Session.

1969 embodied the principles laid down in the Convention and thus gave effect to its terms.

The Committee regrets, however, to note that the new Labour Code does not appear to contain provisions giving effect to the various Articles of the Convention. It hopes that the next report will contain information on the measures taken or envisaged to give effect to each of the Articles of the Convention.

Turkey (ratification: 1961)

The Committee notes with regret that the Government's report has not been received. It has taken note of the information communicated by the Government to the Conference Committee in 1970, to the effect that, in consultation with the employers' and workers' organisations, the competent authorities would very shortly be able to begin drawing up a governmental decree providing for the insertion of labour clauses in all public contracts within the meaning of Article 1 of the Convention. According to this information, provisions requiring the posting of notices on labour conditions would be included in the above-mentioned decree.

The Committee trusts that the decree in question will be approved in the near future and will be such as to ensure the application of the Convention.

* * *

In addition, requests regarding other points are being addressed directly to the following States: *Denmark, Finland, Jamaica, Morocco, Rwanda, Syrian Arab Republic.*

Convention No. 95: Protection of Wages (1949)

Afghanistan (ratification: 1957)

The Committee notes that according to the Government's report, the new Labour Law will meet all the requirements of the Convention, but that in the meantime the Government is satisfied that the present arrangements are adequate. The Committee is accordingly obliged to point out once again in this connection that the present practice as it appears from the Government's report for 1967 (supervision mainly limited to major undertakings and industrial undertakings employing twenty or more persons) and the existing statutory provisions as contained in the 1946 Regulations (which, by their preliminary section, deal only with industry) fall short of the requirements of the Convention as regards scope (Article 2), and that the protection afforded by the present regulations appears to be inadequate, particularly as regards remuneration in kind (Article 4), the free disposal by workers of their wages (Article 6), the final settlement of wages (Article 12, paragraph 2), and time and placement of payment (Article 13).

The Committee hopes that the proposed Labour Law and the regulations to be made thereunder will meet all the requirements of the Convention, and will be enacted shortly.

China (ratification: 1962)

The Committee notes from the Government's reply to its previous comments that, in the absence of legislative measures to give effect to Articles 4, 5, 6, 7, 9, 10, 11, 13, 14 and 15 of the Convention and pending the adoption of the draft Labour Code, the Ministry of the Interior has asked various ministries and public authorities to instruct their subordinate bodies to act in accordance with the terms of the Convention. The Committee must point out that, even as a transitory measure, instructions

of this kind cannot be considered as ensuring the effective application of the Convention. The Committee also recalls that only partial effect is given to the remaining Articles because of the limited scope of the relevant legislation (Article 2 of the Convention).

In these circumstances, the Committee can only note with regret that the Convention is not yet applied, and express the sincere hope that measures will be taken to ensure that the draft Labour Code—which has been under consideration for a number of years—will be enacted in the near future and will give full effect to the Convention.

Greece (ratification: 1955)

The Committee notes with regret that the report of the Government for 1969-70 does not reply to its observation of 1970, and merely refers to the previous report for 1968-69. The Committee must therefore repeat its previous observation, as follows:

Articles 4 and 7, paragraph 2, of the Convention. The Committee notes the Government's statement that the observation on the application of these provisions (payments in kind and control of prices in works stores) has been brought before the Supreme Labour Council for consideration. The Committee regrets that no measure has yet been adopted to give full effect to these provisions of the Convention, which was ratified in 1955, and hopes that the necessary steps will soon be taken.

Somali Republic (former British Somaliland) (ratification: 1960)

The Committee notes that the Government's report for the period under review has not been received. However, the Committee has examined the Labour Code of 10 August 1969, which was available in the ILO. It notes with satisfaction that, further to direct requests it had made in previous years, the new Code ensures more extensive compliance with the terms of the Convention, particularly as regards the scope of the provisions on the protection of wages (Article 2, paragraph 2, of the Convention), the attachment and assignment of wages (Article 10), periodical payment of wages (Article 12), and the payment of wages on working days (Article 13).

Turkey (ratification: 1961)

The Committee has taken note of the statement made by the Government to the Conference Committee in 1970, to the effect that a Bill relating to agricultural work was at that time being studied by the different ministries concerned and that once this study was terminated the Bill would be sent to Parliament. The Committee notes with regret that no report has been received for the period 1968-70, and that no new information has consequently been received on the questions referred to above. It hopes that the legislation in question will be adopted shortly, and that it will be such as to ensure the protection of their wages to agricultural workers.

United Arab Republic (ratification: 1960)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

Article 2 of the Convention. The Government stated in its report for 1965-67 that the exclusion of casual workers, as well as of domestic servants, had been indicated in its first report, in virtue of the provisions of this Article. The Committee would point out in this connection that the exclusions permitted under paragraph 2 of this Article are limited (except in the case of domestic servants) to persons "who are not employed in manual labour" and therefore may not be applied generally

to casual workers, who in most if not all cases would presumably be engaged in manual labour. In the case of casual workers and government employees (which categories are excluded from the scope of the Labour Code in virtue of sections 20 (a) and 88 (a), section 4, thereof respectively), the legislative provisions mentioned in the Government's report would ensure the application of a very limited number only of the provisions of the Convention—i.e. as regards casual workers: Article 11 (sections 3 and 8 of the Labour Code) and Article 13, paragraph 1 (section 690 of the Civil Code), and as regards government employees: Article 10 of the Convention (Act No. 111 of 1951). The Committee therefore hopes that the Government will take the necessary measures to ensure the full application of all the provisions of the Convention to the workers concerned.

Articles 4 and 5. The Committee hopes that appropriate measures will be taken to regulate payment in kind in accordance with Article 4, and to amend section 46 of the Labour Code in order to ensure conformity with Article 5 of the Convention.

The Committee trusts that all necessary measures will be taken to ensure the full application of the Convention in the near future.

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In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Argentina, Central African Republic, Honduras, Paraguay, Turkey, People's Democratic Republic of Yemen.*

Convention No. 96: Fee-Charging Employment Agencies (Revised), 1949

Pakistan (ratification: 1952)

Further to its previous observations and requests, the Committee notes with interest that the Government has formally requested that direct contacts be initiated with the ILO to expedite the solution of problems encountered by it in the implementation of the Convention.

The Committee hopes that these direct contacts will take place as soon as possible and that they will contribute to a solution of the outstanding problems.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Belgium, Bolivia.*

Convention No. 97: Migration for Employment (Revised), 1949

France (ratification: 1954)

Article 6, paragraph 1 (b), of the Convention. The Committee regrets to note that in its report the Government confirms its previous replies to the observations which have been made to it since 1957 concerning the grant, to children of French nationality only, of the birth grant, known as a "maternity allowance", provided for under section L 519 of the Social Security Code. In particular, the Government again indicates that although it is included in the system of family benefits, this grant is in its view not intended, like the other benefits, to contribute to the upkeep of children, but is inspired by demographic considerations "of purely national interest".

In this respect, the Committee wishes to point out that the various purposes which this grant and other social benefits may have been designed to meet, and more especially the demographic considerations for which, like the other family benefits,

it undoubtedly caters, cannot suffice in themselves to exclude it from the scope of social security, as it is understood in the Convention. The Committee notes, moreover, that under sections L 523 and L 552 of the Social Security Code, arrangements may be made to ensure that, like the other family allowances, this grant is "used in the interest of the child" for the purpose of meeting expenses incurred "either before or after its birth"; thus, it cannot reasonably be disputed that this grant is one of the benefits in respect of "family responsibilities" which must be awarded without discrimination in respect of nationality, pursuant to the provisions of Article 6, paragraph 1 (b), of the Convention.

The Committee notes, moreover, that an exception to the principles invoked by the Government has already been made under a reciprocal agreement in favour of the nationals of a State which has ratified the Convention, the legislation of which provides for the grant of allowances for childbirth without any conditions as to nationality. In this respect, the Committee wishes to stress that the equal treatment required by the Convention must be awarded without any question of reciprocity.

Having also noted the information supplied by the Government concerning the manner of financing the maternity allowance when the beneficiary is not engaged in a gainful occupation, the Committee would recall that the Convention only covers allowances paid to wage-earners (which are financed by contributions based on the professional earnings of the persons concerned, regardless of their nationality, and payable by the employer).

In these circumstances, the Committee can only hope that the Government will be willing to re-examine the question in order to abolish the qualification of nationality to which the grant of the aforementioned allowance is subjected. It requests the Government to indicate in its next report the measures contemplated in this regard.¹

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In addition, requests regarding certain other points are being addressed directly to the following States: *Algeria, Brazil, Cameroon* (Western Cameroon), *Guatemala, Malawi, Nigeria, Tanzania* (Zanzibar), *Upper Volta, Uruguay*.

Convention No. 98: Right to Organise and Collective Bargaining, 1949

Albania (ratification: 1957)

The Committee notes with regret that the Government's report has again not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee has learned that the entry into force of the new Labour Code, on 1 November 1966, has led to the repeal of the previous Code which contained provisions concerning collective agreements and the right of unions to conclude such agreements. The new Code contains no provisions on these matters.

In the circumstances the Committee, apart from repeating its previous comments which were recapitulated in an observation made in 1967, requests the Government to supply a copy of the laws at present in force in respect of all collective agreements.

Brazil (ratification: 1952)

Further to its previous observation, the Committee notes in particular the information contained in the Government's report concerning the right to organise of

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

various categories of workers in public enterprises and mixed public/private undertakings.

The Committee is addressing a direct request to the Government with regard to the workers in these enterprises and undertakings who do not yet enjoy the right to organise in view of the fact that they have maintained their status as public servants.

Byelorussia (ratification: 1956)

See under Convention No. 87.

Cuba (ratification: 1952)

See under Convention No. 87.

Dominican Republic (ratification: 1953)

With regard to certain categories of agricultural workers, see under Convention No. 87.

Greece (ratification: 1962)

The Committee notes the information supplied by the Government in its report concerning the provisions contained in Legislative Decree No. 186 of 1969 relating to collective agreements. In this connection, the Committee has taken note of the findings and recommendations of the Commission of Inquiry established under article 26 of the Constitution of the ILO to examine complaints concerning the observance by Greece of the freedom of association Conventions. It has also taken note of a statement made by the representative of the Government at the 181st Session of the Governing Body (November 1970), a letter dated 14 January 1971 submitted by the Government of Greece to the ILO in accordance with the provisions of article 29 of the Constitution of the ILO and the discussions which took place at the 182nd Session of the Governing Body (March 1971).

The Committee notes from its examination of the Legislative Decree that any organisation, independently of the existence of another organisation for the same category of workers, must, in order to engage in collective bargaining, be recognised as representative. For this purpose it must meet basic membership and other criteria, such as an attitude of absolute independence towards any influence unrelated to the trade union objectives pursued by it and the activities developed within the limits of such objectives (sections 1 and 2). The Commission of Inquiry found that the practical effect of the basic membership requirement has been to reduce substantially the number of organisations capable of concluding collective agreements.

The Committee considers that if more than one trade union exists within a particular category of workers it would not be incompatible with the principles on freedom of association to grant preferential or exclusive rights to conclude collective agreements to the most representative union, provided that such union is determined according to objective criteria.

Although the Legislative Decree also contains certain provisions to this effect, the Committee is of the opinion that the criteria laid down in the legislation, relating to an attitude of absolute independence towards any influence unrelated to the trade union objectives pursued by it and the activities developed within the limits of such objectives, are not sufficiently precise for their objective implementation.

The Committee notes that, according to the Government's letter of 14 January 1971, the revision of the legislation concerning collective bargaining is planned for

1971 with a view to eliminating any divergences that may exist between the legislative provisions and the Convention.

The Committee trusts that the Government will not fail to take the necessary measures to give effect to the Convention in the light of the above observations and the comments made by the Government.¹

Guatemala (ratification: 1952)

See Convention No. 87, with regard to workers in the service of the State but who are not civil servants engaged in the administration of the State.

Hungary (ratification: 1957)

See under Convention No. 87.

Ireland (ratification: 1956)

See under Convention No. 87.

Pakistan (ratification: 1952)

With reference to its previous direct requests concerning the protection of workers against acts of anti-union discrimination at the time of their engagement, the Committee notes with satisfaction that the Industrial Relations Ordinance, 1969, gives effect to the Convention in this respect.

Poland (ratification: 1957)

See under Convention No. 87.

Ukraine (ratification: 1956)

See under Convention No. 87.

USSR (ratification: 1956)

See under Convention No. 87.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Brazil, Chad, China, Costa Rica, Cyprus, Dahomey, Ecuador, Ghana, Greece, Haiti, Iraq, Jamaica, Liberia, Libya, Malawi, Malaysia, Nicaragua, Pakistan, Panama, Paraguay, Peru, Singapore, Tanzania, Trinidad and Tobago, Tunisia, Uganda, United Arab Republic, United Kingdom, Viet-Nam.*

Information supplied by *Central African Republic, Hungary*, in answer to a direct request has been noted by the Committee.

Convention No. 99: Minimum Wage Fixing Machinery (Agriculture), 1951

Paraguay (ratification: 1964)

The Committee regrets that for the third year in succession no report has been received. It trusts that a report will be supplied for its next session and will contain

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

full information on the matters raised in its previous direct requests, which it is bound to repeat once more.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Central African Republic, Guatemala, Mexico, Netherlands, Paraguay, Peru, Syrian Arab Republic, Uruguay.*

Information supplied by *Guinea* in answer to a direct request has been noted by the Committee.

Convention No. 100: Equal Remuneration, 1951

Argentina (ratification: 1956)

The Committee has taken note of the memorandum attached to the Government's report stating that under Collective Agreement No. 93/70 wage rates will henceforth be fixed without distinction on the basis of sex for some of the workers concerned, and that most of the collective agreements renewed recently contain a clause providing for equal pay for equal work, as required by article 14*bis* of the national Constitution.

The Committee has noted that such a clause exists, for example, in Collective Agreement No. 29/70, which is applicable to workers in the chemical industry, but also remarks that the differentials between the basic wage rates for men and for women, in force from 1 March 1970 to 31 December 1974, are the same as those which existed between the rates formerly applicable. The Committee hopes that by continuing the efforts undertaken it will be possible to remove these differentials, regrade the job categories and establish wage rates which make no distinction on the ground of sex, as has already been done in the case of administrative staff in the same industry.

The Committee would be grateful if the Government would supply in its next report more detailed information as to the measures taken to ensure that the principle embodied in the Convention is applied to all workers, and as to the action taken to promote objective appraisal of jobs on the basis of the work to be performed (Article 3 of the Convention).

Finland (ratification: 1963)

Following its observation and direct request made in 1969, the Committee has noted with interest the very detailed information supplied by the Government as well as the comments from the employers' and workers' organisations.

Article 2 of the Convention. The Committee examined in particular the work and the proposals of the committee set up by the Council of State in order to examine the position of women in Finnish society, carry out studies on the subject and prepare plans and suggestions likely to improve their position. Among the proposals, that relating to the measures which should be taken by the State and the municipalities in order to eliminate the differences in the rates of remuneration is, without a doubt, of immediate interest and likely to promote general measures in favour of equal remuneration. The setting up of an institute to act as an executive body for the promotion of this equal remuneration, at present being studied by the Council of State, is also an appropriate means of government action for supplementing measures derived from collective agreements which, according to the Federation of Finnish Trade Unions, failed to achieve the results expected.

The Committee takes note of the adoption of the Contracts of Employment Act of 30 April 1970 which came into force on 1 January 1971 and provides for equality of treatment for workers not covered by collective agreements or by Act No. 439 of 1961, the need for which had been stressed by the Committee in its direct request.

The Committee would be grateful to the Government for information concerning measures adopted by the Government to eliminate the differences in the rates of remuneration in state undertakings as well as any other information concerning the setting up of the above-mentioned institute.

Article 3. The Committee notes with interest the measures which the Government is considering in order to remedy the abnormal situation to be found in certain sectors, occupations and professions, traditionally reserved for women, where the work performed, considered as "women's work" is usually underestimated, whereas Article 3, paragraph 3, of the Convention implies that wages should be established on an objective appraisal of the work, irrespective of sex.

The Committee notes the positive information of the Finnish Employees' and Employers' Confederations concerning the system adopted for the collective agreement signed in 1970 which seemed to them to be an improvement on the previous system, and such as to contribute to a reduction in the differences between the remuneration rates for men and women office employees, by using an average salary based on a statistical calculation and applicable to each type of post, which is then applied to each employee.

The Committee asks the Government to supply the text of this collective agreement and tables A and B annexed to it and also to indicate the measures taken to give effect to the proposals of the Committee set up by the Council of State concerning the objective appraisal of jobs in the Civil Service and in state undertakings. The Committee would also be grateful if the Government could explain the measures taken to ensure, in accordance with its intention, that a sufficient number of workers' representatives are trained in methods of job appraisal in order to enable the representatives of all occupations to take part in supervising the practical application of recognised principles in this field.

Federal Republic of Germany (ratification: 1956)

1. Following the observation made in 1969, the Committee has noted with interest the information concerning the progress achieved in eliminating, in some of the collective agreements made in the leather industry, the differences in the rates of remuneration between male and female labour. The Committee requests the Government to communicate the texts of the new collective agreements that have been or will be adopted to this effect.

2. The Committee has also noted that, as was the case for the paper industry, efforts have been made in the chemical industry to reduce the differentials in the rates of remuneration of the light work wage categories (*Leichtlohngruppen*) and that in this same industry negotiations will begin between the parties concerned in order finally to eliminate these differentials by 1975. The Committee also asks the Government to send copies of the recent collective agreements concluded in the paper industry and in the chemical industry and also to communicate the results of the above-mentioned negotiations.

3. The Committee notes with interest that the general question of light work wages continues to hold the attention of the Government and of the parties to collective agreements. In relation to the agreement concluded between the parties con-

cerned in the course of the discussions relating to the renewal of the work of the committee of representatives of central employers' and workers' organisations, the Committee would appreciate information as to the inquiries and analyses which, in accordance with this agreement, are to be carried out by the technical and independent bodies in this field, as indicated by the Government in its report. The Committee hopes that the Government will include in its next report information concerning developments in this field.

Haiti (ratification: 1958)

The Committee notes with regret that no report has been received since 1967. The Committee is bound, therefore, to repeat its previous comments contained in direct requests addressed to the Government since 1968:

The Committee notes that according to the Government's report the Higher Wage Board has not adopted any minimum wage rates during the period covered by the report. The Committee would appreciate it if, as soon as minimum wage rates have been fixed in accordance with section 39 of the Schedule to the Labour Code, the Government would supply copies of any such decision.

The Committee hopes that the next report will contain the information referred to above.¹

India (ratification: 1958)

The Committee has taken note of the Government's reply to its observation and direct request of 1969. It has also taken note of the statements by the Government of India and state governments that they are aware of the need to eliminate differentials in rates of remuneration based on sex, where they exist.

The report adds that such differential rates are progressively being eliminated in the plantations, in agriculture and in the match industry, and that progress has been made in certain sectors and in certain industries for which responsibility lies respectively with the Central Government and with the governments of the states of Bihar, Gujarat and Andhra.

It thus appears that wide possibilities remain for achieving the practical implementation of the principle embodied in the Convention, while taking duly into account the complexity of the problem and the progressive manner in which decisions have to be taken, and for arriving at the final elimination of existing discrimination, as stated in the report. In this connection, the Committee points out once again that where in fact (due for example to the customary distribution of various types of work) different workers do not perform the same work, any difference in wages should be fixed by reference to objective characteristics of the jobs, excluding any considerations relating to the sex of workers. Similarly, when it is desired to take account of the workers' output in determining their remuneration, this should be done according to objective criteria, without regard to sex.

The Committee hopes that the Government will proceed with the adoption of appropriate measures and that it will continue to supply information on the progress made towards the elimination of the disparities which still exist between the rates of remuneration for men and women workers.

Italy (ratification: 1956)

The Committee has noted the information supplied to the Conference Committee in 1969, and confirmed in the Government's report, in answer to its previous comments and observations.

¹ The Government is asked to report in detail for the period ending 30 June 1971.

The Committee has noted with interest that the wage differentials between men and women workers which still existed in certain industrial sectors as regards minimum wages have been eliminated in collective agreements since 1968. On the other hand, in the absence of recent information from the Government, the Committee is not able to form an opinion as to any progress made in using objective appraisal of jobs to raise wage rates above the minimum wage level.

The Committee would have appreciated receiving information concerning the criteria adopted for the revision of job classifications, under the collective agreements, with the aim, according to the Government, of carrying out "the analysis of different task elements" and proceeding to "a classification of this task in different occupational categories on the basis of previously established objective criteria". It would therefore be grateful if the Government would supply in its next report any relevant information indicating the progress made in establishing *wage rates above the minimum wage level*, by proceeding from an objective appraisal of jobs on the basis of the work to be performed (Article 3 of the Convention).

The Committee also hopes to receive additional information on the following points:

- (a) the results of the survey conducted in 1969 by the Ministry of Administrative Reform to review cases of non-observance of the principle of the Convention as regards workers in state undertakings defined under category 5 (b) of Act No. 90 of 5 March 1961 (women workers in "typically female" jobs);
- (b) the adoption of measures to implement Act No. 249 of 18 March 1968 on the reorganisation of public administration;
- (c) the progress in the occupational classification of "exclusively female" jobs in agriculture (harvest of grapes, olives, etc.).

As far as point (c) is concerned, the Committee has noted the communication of the Government according to which in certain provinces the parties to collective agreements had agreed to classify "exclusively female" jobs at the wage level of the ordinary agricultural worker. While taking into account the efforts made and awaiting more detailed information in the Government's next report, the Committee recalls that it is its settled practice to consider these definitions as constituting in themselves a rule which is incompatible with the principle of equal remuneration for equal work.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Austria, Belgium, Brazil, Central African Republic, Chad, China, Dahomey, Ecuador, France, Ghana, Guatemala, Guinea, Indonesia, Iraq, Israel, Japan, Libya, Luxembourg, Mali, Nicaragua, Panama, Paraguay, Peru, Philippines, Portugal, Sierra Leone, Spain, Sweden, Tunisia.*

Information supplied by *Colombia, Malagasy Republic, Malawi, Niger*, in answer to direct requests has been noted by the Committee.

Convention No. 101: Holidays with Pay (Agriculture), 1952

Poland (ratification: 1956)

Further to its previous direct requests, the Committee notes with satisfaction the adoption of the Act respecting workers' vacation leave of 29 April 1969, section

12 (3) of which limits the deferment of paid holidays to the end of the first quarter of the following calendar year, thus bringing national legislation into conformity with Article 1 of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Algeria, Central African Republic, Gabon, Poland.*

Convention No. 102: Social Security (Minimum Standards), 1952

Belgium (ratification: 1959)

Part II (Medical Care), Article 10, paragraph 2, and Part VIII (Maternity Benefits), Article 49, of the Convention. Further to the direct requests that it has been making since 1962, the Committee notes that in its report the Government confines itself to recalling its reply of 1968 to the effect that the measures necessary to bring the Act of 8 August 1963 into conformity with the provisions of the Convention are being considered. Section 25 of that Act provides for the full reimbursement only of the costs of confinements and of treatment requiring specialist attention, in the cases of pregnancy and confinement and their consequences, which are covered by the Convention. The Committee reiterates the hope that in its next report the Government will be able to indicate the measures taken to bring the legislation on this matter into conformity with the Convention, according to which all prenatal and postnatal care should be provided without any financial participation by the beneficiary or his breadwinner.

Part VI (Employment Injury Benefit). The Committee notes from the information given by the Government in its report in reply to previous direct requests that consideration of the Bill to introduce compulsory insurance against occupational accidents has not yet been completed, as new consultations are being held. The Committee reiterates the hope that in its next report the Government will be able to announce the adoption of this legislation, the draft of which was already mentioned in its report for 1962-64.

Federal Republic of Germany (ratification: 1958)

The Committee notes with regret that the Government's report does not reply to certain of its comments which have been the subject of observations and direct requests for a number of years, and relate to the following points:

Part II—Medical Care.

Articles 10 and 12. Since 1963 the Government has indicated its intention of amending the national law so as to make hospitalisation compulsory in cases where the disease can only be diagnosed or treated in hospital. In its report for 1966-68 the Government stated that the Bills drafted to this end have not been adopted, but that it would try to make the necessary amendments to the legislation on sickness insurance. The Committee hopes that it will be possible to amend the law in the near future, the more so since, as the Government has indicated, the discretionary power of the sickness funds has been limited in practice in this matter.

Part XIII—Common Provisions.

Article 69 (e) and (f). Since 1965 the Government has also indicated its intention of amending section 192, sub-section 2, of the Social Insurance Code, which permits

the suspension of sickness benefit if the party concerned has contracted his sickness "as a result of his culpable participation in an affray". In its report for 1966-68 the Government stated that it still intended to make this amendment when introducing new sickness insurance provisions, but that no Bill to this effect had as yet been tabled in Parliament. The Committee hopes that this amendment will be adopted in the near future and the suspension of sickness benefits in this contingency will be limited to cases of criminal offence or wilful misconduct of the party concerned, as provided for in the Convention.¹

Peru (ratification: 1961)

The Committee notes the detailed information supplied in reply to its previous comments.

Part II : Medical Care—Articles 9 and 10.

Part VIII : Maternity Benefit—Articles 48 and 51.

Insurance of workers. Further to its comments, the Committee notes with satisfaction that entitlement to medical care in the event of morbid conditions and of pregnancy and confinement and their consequences has been extended in principle to the wives and children of insured persons by Supreme Decree No. 3/69 FNSBS of 10 March 1969.

Part XI : Standards to Be Complied with by Periodical Payments—Article 65 or 66 in Relation with Articles 16, 28, 50 and 56.

Insurance schemes for workers and for salaried employees. In its reports the Government has provided some data on rates and methods of calculation of sickness, old-age, maternity and invalidity benefits awarded under the two aforesaid social insurance schemes, but not on the *percentage of the income of a standard beneficiary* determined according to either Article 65 or Article 66 of the Convention, that these benefits represent. The Committee refers to its previous direct requests and would be glad if the Government would supply in its next report detailed replies to the questions on this point contained in the report form adopted by the Governing Body, so that the Committee may ascertain that the rates fixed by the national legislation correspond to the percentages laid down in the Convention.

Part XIV : Miscellaneous Provisions—Article 76 in Relation with Articles 9, 15, 27, 48 and 55.

Insurance schemes for workers and for salaried employees. The Committee refers to its previous comments and, while noting with interest the progress made in extending the sickness insurance scheme for workers to new regions and new categories of beneficiaries, particularly domestic servants, notes that ten years after the ratification of the Convention it still lacks the statistical data which would enable it to ascertain that the effective scope of the legislation is in conformity with the requirements of the Convention, i.e. that the total number of persons protected under all the insurance schemes in force in Peru comprises either prescribed classes of employees constituting not less than 50 per cent of all employees, or prescribed classes of the economically active population constituting not less than 20 per cent of all residents (as well as the wives and children of the insured persons, in both of these cases). The Committee would consequently be glad if the Government would supply in its next report the

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

information requested under Article 76 of the Convention in the report form adopted by the Governing Body, with respect to each of the aforesaid Articles.

Sweden (ratification: 1953)

Referring to its previous comments concerning *Article 34 of the Convention* (participation of beneficiaries in the cost of medical care), the Committee has noted that as a result of the ratification by Sweden of the Employment Injury Benefits Convention, 1964, Part VI, and the relevant provisions of other Parts of Convention No. 102 will *ipso jure* cease to be applicable as soon as the above-mentioned Convention comes into force for Sweden.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Denmark, Federal Republic of Germany, Greece, Netherlands, Niger, Peru, Senegal, Sweden, Yugoslavia.*

The information supplied by *Norway* in answer to a direct request has been noted by the Committee.

Convention No. 103: Maternity Protection (Revised), 1952

Hungary (ratification: 1956)

Article 1 of the Convention. Further to its previous request concerning the protection afforded to women workers in agricultural production co-operatives, the Committee notes with satisfaction the measures adopted by Act No. III/1967 and the instruments issued under it (Government Decree No. 35 of 11 October 1967 and Decree of the Ministry of Agriculture of 24 October 1967) concerning the maternity leave and maternity benefits applicable to this category of workers.

Spain (ratification: 1965)

Article 1 of the Convention (in relation to Article 4). Further to its previous direct request, the Committee notes with satisfaction Decree No. 2346 of 15 September 1969 establishing a special social security scheme for domestic servants, providing such workers with medical benefits and benefits in kind in the event of maternity.

The Committee also takes due note of the Government's statement that a special social security scheme for public servants will be introduced in the near future, and hopes that the next report will indicate the progress made in this respect.

Article 6. Further to its previous direct requests, the Committee also notes with satisfaction that pursuant to section 1 of Decree No. 1949 of 20 July 1967 regulating the maternity leave of women civil servants in the civil administration of the State, the employment of this category of workers remains protected throughout the duration of the leave. The Committee requests the Government to indicate whether there are any analogous provisions for the benefit of other women who have the status of civil servants (such as officials of the legal departments, the autonomous public bodies, and so on) who appear from section 1 of this Decree and section 2, subsection 2, of the Decree of 7 February 1964 on public servants to be excluded from the scope of the above-mentioned Decree.

Uruguay (ratification: 1953)

The Committee notes with satisfaction, further to its previous observations and direct requests concerning the application of *Article 4, paragraphs 1, 3 and 4*, of the Convention (medical benefits), that by a decision of the Central Family Allowance Board of 24 November 1965 (communicated by the Government with its report for 1968-70), the medical benefits provided for in the Convention are granted to all women workers who are entitled to cash benefits under Act No. 12572 of 23 October 1958.

The Committee requests the Government to supply in its next report information on the practical application of this decision.

Yugoslavia (ratification: 1955)

Article 1 of the Convention (in relation to Article 4). Further to its previous requests, the Committee notes with satisfaction the Government's statement that under the provisions of the General Act of 26 April 1969 respecting the health insurance of and compulsory forms of health protection for the population, medical care and cash compensation are granted without the need for a qualifying period to all women "parties to an unemployment relationship", including temporary workers and those working less than half the normal time prescribed for their occupation.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Ecuador, Hungary, Spain, Uruguay, Yugoslavia*.

Convention No. 104: Abolition of Penal Sanctions (Indigenous Workers), 1955*El Salvador* (ratification: 1958)

The Committee has taken due note of the Government's statement, in reply to the previous observation, that there are in the country no indigenous workers in the sense of the Convention, and that accordingly the situation envisaged by the Convention cannot arise.

Convention No. 105: Abolition of Forced Labour, 1957*Central African Republic* (ratification: 1964)

In its earlier comments the Committee remarked that according to paragraph 4 of the Constitution of the national movement "MESAN", approved by Act No. 63-411, every active citizen must belong to the MESAN movement, and must respect its political line and the decisions taken by its executive bodies. Under section 4 of the Act, anyone who constitutes or attempts to constitute any other party, movement, group, association or organisation of a political character may be sentenced to imprisonment for up to one year (involving, by virtue of section 62 of Order No. 2772 of 18 August 1955, an obligation to perform labour). Sentences of imprisonment involving compulsory labour may also be imposed upon any person engaging in political activities in any form whatsoever outside the MESAN movement (section 5 of Act No. 63-411, read together with sections 2, 4 and 5 of Act No. 64-20 of 6 May 1964).

The Committee has expressed the hope that the Government would take measures in regard to the above-mentioned provisions to ensure that, in accordance with Article 1 (a) of the Convention, no form of forced or compulsory labour (including compulsory prison labour) might be imposed as a means of political coercion or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system. The Committee notes with regret from the Government's last report that no such measures have been taken. It can only stress once again that the imposition of compulsory labour in accordance with the above-mentioned provisions is not compatible with Article 1 (a) of the Convention, and expresses the hope that measures will be taken at an early date to ensure the application of the Convention in this respect.

With reference to Article 1 (b) of the Convention, see under Convention No. 29.

Dominican Republic (ratification: 1958)

The Committee notes with regret that no report has been supplied and that accordingly no information is available on the matters raised by it in direct requests or observations since 1961, as follows:

1. Section 270 of the Penal Code defines as vagrants, *inter alia*, persons engaged in agriculture who do not have a permanent holding of at least ten tareas (6,290 square metres) of land in a good state of cultivation and are not employed by any person or company. Under section 271 of the Penal Code cases of vagrancy are to be heard by the mayors of communes, and persons declared vagrants may be sentenced to imprisonment.

As the Committee has previously pointed out, these provisions lay down an extensive definition of vagrancy which does not correspond to the generally accepted meaning of this concept; furthermore, the decisions are taken not by a judicial, but by an administrative authority. The Committee refers in this connection to the explanations provided in paragraph 56 of the general survey of forced labour in its report of 1968. It hopes that measures will be taken to lay down a more restricted definition of vagrancy and to provide that any penalty involving an obligation to perform labour may be imposed only as a consequence of a conviction in a court of law, so as to ensure the observance of the terms of Conventions Nos. 29 and 105.

2. The Committee must once more point out that the following provisions appear to permit the imposition of penal labour for purposes falling within Article 1 (a), (c) and (d) of the Convention:

- (a) sections 2 and 3 of Act No. 1443 of 14 June 1947, prohibiting meetings (whether public or private) and publications aimed at propagating theories or views incompatible with the civil, republican, democratic and representative character of the Government of the Republic;
- (b) sections 2 and 3 of Act No. 3143 of 11 December 1951, under which anyone who receives an advance for work which he has agreed to carry out, and then fails to perform such work by the agreed date or within the time necessary for its execution, is guilty of fraud, the fraudulent intention being proved by the mere fact of failure to carry out the work by the agreed date or within the required time except in cases of *force majeure*;
- (c) the provisions of the Labour Code making strikes illegal in a number of cases and imposing imprisonment as a penalty for contravention of such prohibitions (sections 370, 373, 374, 640, 678 (15) and 679 (3)).

The Committee once more expresses the hope that the Government will take the necessary measures in relation to the above-mentioned provisions to ensure that no form of forced or compulsory labour may be imposed by virtue thereof for any of the purposes mentioned in Article 1 of the Convention.

3. The Committee is also once more asking the Government, in a direct request, to supply information on the practical application of a number of legislative provisions, and trusts that full information thereon will be supplied.

El Salvador (ratification: 1958)

In direct requests and observations since 1964 the Committee has drawn the Government's attention to a number of provisions of the Penal Code and of Legislative Decree No. 876 of 27 November 1952 by virtue of which penalties involving an obligation to perform labour may be imposed on persons advocating certain doctrines. The Committee had expressed the hope that the necessary measures would be taken in relation to these provisions to ensure that, in accordance with Article 1 (a) of the Convention, no form of forced or compulsory labour might be used as a means of political coercion or as a punishment for expressing political views or views ideologically opposed to the established political, social or economic system.

In 1969 a Government representative informed the Conference Committee that the observations of the Committee of Experts had been brought to the attention of the Ministry of Justice and of the committee which was considering the revision of the Penal Code, with a view to the deletion of the relevant provisions of the Penal Code. A similar statement was made to the Conference Committee in 1970.

The Committee notes with regret that the Government's report merely refers to the statement made to the Conference Committee, without supplying any information on the further action taken in the matter. The Committee hopes that the necessary measures will be taken at an early date and that the Government will not fail to supply full information on these measures in its next report.

Greece (ratification: 1962)

In observations made in 1968, 1969 and 1970 the Committee had noted that Royal Decree No. 280 of 21 April 1967 had brought into force the law of 8 October 1912 concerning the state of siege and suspended various constitutional guarantees relevant to the observance of the Convention, including guarantees relating to freedom from arbitrary arrest and detention, rights of meeting and association, and freedom of expression and of the press. It had also noted that various proclamations issued pursuant to the state of siege had made provision for detention without trial, the prohibition of certain views, the prohibition of meetings and a large number of associations, the prohibition of strikes, etc. The Committee had drawn attention to the comments in paragraphs 101 and 102 of the general survey of forced labour in its report of 1968, where it had indicated the importance for the effective observance of the Convention of constitutional and legislative guarantees of a variety of individual rights and freedoms and the direct bearing which the suspension of such guarantees would generally have on the application of the Convention. The Committee had emphasised that measures of the latter kind which affected the application of the Convention could only be justified by the existence of circumstances of extreme gravity constituting an emergency and should in all cases be limited in scope and time to what was strictly necessary to meet the specific emergency situation. Having regard to these considerations, the Committee had requested the Government to supply full information on the present position regarding the exercise of rights

relevant to the application of the Convention (such as freedom of expression and publication, freedom of assembly and association, the right to engage in political activity, and the right for workers and their organisations to resort to strike action in defence of their interests) and on the measures taken or contemplated to ensure that no form of forced or compulsory labour (including labour exacted from convicted persons) might be imposed in circumstances falling within the scope of the Convention.

The Committee regrets that the Government has once more failed to supply information on these matters, and has merely repeated its earlier statement that labour required from convicted persons is not a punishment, but is aimed at the reform and moral improvement of such persons. The Committee must therefore once more point out—as it did already in its observations of 1969 and 1970—that, under the Greek legislation relating to prisons, an obligation to perform labour is imposed on all persons serving sentences of imprisonment, penal servitude or hard labour, and that—for the reasons set out in greater detail in paragraphs 81 to 88 of its general survey of forced labour of 1968—such labour falls within the scope of the Convention when imposed in any of the five cases enumerated in Article 1. The Committee draws particular attention to paragraph 87 of the survey of 1968, where it pointed out that Article 1 (*a*) of the Convention prohibits any form of forced or compulsory labour (*inter alia*) as a means of political education, so that in the case of persons convicted on account of offences of a political nature, the exaction of labour with a view to their “reform and moral improvement” would in itself be contrary to the express terms of the Convention.

Although the Government has not supplied the detailed information requested, the Committee understands that several institutional acts were promulgated in January 1971 with a view to the progressive restoration of certain rights and freedoms under the Constitution. The Committee accordingly trusts that it will have available, at its next session, full information (including copies of the relevant legislative texts) regarding the position in relation to constitutional guarantees having a bearing on the application of the Convention, the extent to which emergency measures affecting the observance of the Convention remain in force, and the measures taken or contemplated in this connection to ensure the implementation of the Convention.

Guatemala (ratification: 1959)

For a number of years the Committee has addressed direct requests to the Government on various matters relating to the application of Article 1 (*a*) and (*b*) of the Convention. The Committee notes with interest from the information supplied by the Government in its last report that certain amendments have been made to one of the Decrees referred to by the Committee in connection with Article 1 (*a*) of the Convention (namely Legislative Decree No. 9 of 10 April 1963 containing the Defence of Democratic Institutions Act), and that the other matters referred to have been communicated to the competent organs of the Government. The Committee trusts that information on the measures taken to ensure the application of the Convention in regard to these matters will be supplied by the Government in the next report.

Guinea (ratification: 1961)

The Committee regrets that once again the Government's report contains no information on the matters raised in its previous observations and direct requests.

In its earlier comments, the Committee had referred in particular to Decree No. 416 PRG of 22 October 1964. This Decree provided for the establishment of an

“Organisation for Work Centres of the Revolution”, aimed, *inter alia*, at ensuring the rapid liquidation of the technical and economic underdevelopment of the Republic (section 1). By virtue of section 2, all persons between 16 and 25 years (both male and female) are members of this organisation. Provision is made for the organisation of members in work brigades in the countryside and on work sites, and the carrying on of production activities, the net proceeds of which are to be credited to the investment funds of the nation (sections 1 to 7).

The above-mentioned provisions appear to have the effect of placing all persons between 16 and 25 years at the service of the Organisation for Work Centres of the Revolution. The Committee had accordingly asked for information on the manner in which the work centres in question are organised, and particularly on the manner in which participants are recruited, the period of service, the nature of the work or service performed, and the penalties applicable in the event of refusal or failure to participate. It had also requested the Government to supply any further laws, regulations, instructions, etc., regulating these questions.

The Committee urges the Government to supply full information on all these matters and to indicate the measures taken or contemplated, in regard to the Decree of 1964, to ensure that, in accordance with Article 1 (*b*) of the Convention, no form of forced or compulsory labour is used as a method of mobilising and using labour for purposes of economic development.

In its earlier requests the Committee had also sought information concerning certain provisions of the Penal Code promulgated on 30 October 1965 and copies of legislation relating to prison labour, public order, the press and publications, meetings and associations, vagrancy and discipline of seamen. It urges the Government to supply the information and legislative texts in question, as in their absence the Committee is unable to satisfy itself of the conformity of the legislation concerned with the Convention.¹

Haiti (ratification: 1958)

1. The Committee regrets to note that the Government's report for the period ending 30 June 1970 contains no information in regard to the matters raised in its observations of 1967, 1968, 1969 and 1970. In these observations the Committee had noted that every year since 1960 a decree had been issued granting full powers to the President of the Republic and suspending for a period of six to eight months a considerable number of constitutional guarantees which constitute necessary safeguards for the effective observance of the Convention. Among the constitutional provisions suspended have been those guaranteeing individual liberty, trial by the courts established by the Constitution and the law and the right of peaceful assembly, reserving jurisdiction over cases involving civil or political rights to the courts of law, prohibiting the trial of political offences in camera, and requiring the courts to enforce orders and regulations made by the public authorities only to the extent that they conformed to the law (respectively articles 17, 18, 31, 109, 110 (second paragraph) and 122 (second paragraph) of the Constitution of 1964, reproducing corresponding provisions of the Constitution of 1957).

While the Committee has recognised that the suspension of constitutional guarantees may in certain circumstances be necessary, it has emphasised that such exceptional measures should be resorted to only in cases of extreme gravity consti-

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

tuting emergencies (that is, endangering the existence or well-being of the population). The Committee has noted that the regular, yearly suspensions of constitutional guarantees in Haiti have not been confined to such circumstances, but have been motivated in the relevant legislative texts by such considerations as the wish to prevent the slowing up of economic processes and to permit the taking of prompt and energetic political and economic measures.

The Committee notes that by Decrees of 21 September 1969 and 20 August 1970 the previously mentioned constitutional guarantees were again suspended for two periods of over six and seven months respectively. In the light of these repeated and prolonged suspensions of the constitutional guarantees in question, the Committee cannot be satisfied that the provisions of the Convention are effectively observed. It urges the Government to reconsider its practice in the matter in the light of the obligations accepted under the Convention.

2. The Committee also regrets that the Government has provided no information in regard to the matters mentioned in previous direct requests. In these direct requests, the Committee had drawn attention, *inter alia*, to the fact that, in so far as persons sentenced to imprisonment are required to perform labour (section 26 of the Penal Code):

- (a) sections 2 to 6 of the Legislative Decree of 19 November 1936—providing for punishment by imprisonment of any profession of Communist faith or the propagation of Communist or anarchist doctrines—might result in the imposition of forced or compulsory labour for purposes mentioned in Article 1 (a) of the Convention;
- (b) sections 162 and 165 of the Penal Code—prescribing imprisonment as a punishment for the making of speeches or publication of writings by clergymen criticising the Government or public authorities—might likewise lead to the imposition of forced or compulsory labour in circumstances falling within Article 1 (a) of the Convention;
- (c) section 3 of the Decree of 8 December 1960 concerning the obligation of workers to respect working hours—providing for punishment by imprisonment of any official or employee of a public or private administration, a bank or a commercial or industrial undertaking who abandons his work with the evident object of paralysing the national economy—might lead to the imposition of forced or compulsory labour as a punishment for breach of labour discipline or for having participated in a strike, within the meaning of Article 1 (c) and (d) of the Convention.

In its report for the period ending 30 June 1965 the Government had stated that it intended to amend section 26 of the Penal Code so as to ensure that no form of forced or compulsory labour falling within the Convention might be imposed by virtue of the above-mentioned legislation. No such amendments, however, appear to have been adopted. The Committee urges that appropriate measures be adopted at an early date to ensure the observance of the Convention in relation to this legislation.¹

Honduras (ratification: 1958)

See under Convention No. 29.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Iran (ratification: 1959)

The Committee notes with regret that the Government's report has not been received. The Government had previously stated that a thorough study was being made of the matters raised by the Committee (relating to the exemption from the requirement to perform labour of persons sentenced to imprisonment in respect of political offences and to the practical application or provisions concerning vagrancy). As these matters have been the subject of comments since 1964, the Committee trusts that full information thereon will be available at its next session.

Malaysia (ratification: 1958)

The Committee notes the Government's statement that efforts are still being made to complete at an early date the examination of the various matters raised in the Committee's previous direct requests, but that, as several laws and many component states in Malaysia are involved, time is required for considering the necessary amendments to the laws so that, if it is decided to make such amendments, they may be in line with the Committee's comments. Having regard to the importance of the questions involved, which relate to the application of Article 1 (a), (b), (c), (d) and (e) of the Convention, the Committee expresses the hope that detailed information on the measures taken or envisaged to ensure full observance of the Convention will be available for examination at its next session.

Portugal (ratification: 1959)

In 1970 the Committee noted that the Government of Portugal had requested that the matters arising out of the Committee's earlier observations concerning the application of the Abolition of Forced Labour Convention, 1957, be the subject of direct contacts between the Government and the Organisation. The Committee recalled its previous conclusions that the legislative action called for by the recommendations made in 1962 by the Commission of Inquiry appointed under article 26 of the ILO Constitution had been taken, but that there remained certain matters of practical application of the policy of abolition of forced labour in Angola and Mozambique in respect of which further action appeared to be indicated. The Committee had been concerned to satisfy itself, in particular, that recruiting of workers would not involve any form of coercion, that wages and other conditions of work would be adequate to attract a sufficient supply of labour offering its services spontaneously, and that labour inspection activities would be sufficiently developed to ensure the strict observance of statutory safeguards against compulsion to labour.

At its present session the Committee had before it the report of Mr. Pierre Juvigny, Councillor of State (France), member and former chairman of the United Nations Sub-Committee on the Prevention of Discrimination and Protection of Minorities, whom the Director-General of the International Labour Office had appointed as special representative for the purpose of the direct contacts.¹

The Committee notes that, after initial discussions with representatives of the Government in May 1970, the special representative visited Angola and Mozambique from 9 to 21 October 1970, to obtain first-hand information on the matters arising out of the Committee's previous observations. In the course of these visits, he had discussions with representatives of the Government, particularly the officials of the Labour, Social Security and Social Welfare Institutes of Angola and Mozambique,

¹ The report of the special representative is reproduced as an annex to this report.

visited a number of public and private undertakings for discussions with managements and interviews with workers, in Angola investigated the conditions under which workers are recruited by professional recruiters in the area from which the bulk of recruited labour is drawn, and also had interviews with the representatives of certain workers' organisations. The findings of fact which emerge from the report of the special representative are summarised below.

Angola.

It appears from figures supplied by the Labour, Social Security and Social Welfare Institute of Angola that at the end of 1968 the employed labour force consisted of some 560,000 workers, of whom 247,000 were considered to be skilled or semi-skilled and subject to the Angola Labour Code of 1957, while 313,000 were classified as unskilled workers subject to the Rural Labour Code of 1962. Of the latter, 123,000 were workers who had been recruited and were employed under written contracts of employment, and 190,000 were workers who had offered their services spontaneously and were working under oral contracts of indefinite duration. During the years 1967 to 1969 the volume of recruiting remained more or less the same—some 122,000 workers each year. Of these workers, the greater part (88 per cent) was employed in agriculture, the main movement being from the densely populated central highlands to the northern plantations. From his inquiries, which included interviews with professional recruiters, agents of such recruiters, workers in their villages, workers at transit centres at the time of being recruited, workers at places of employment, and officials engaged in supervising recruiting operations, the special representative reached a series of conclusions which may be summarised as follows:

- what is involved is a constant, traditional current of migration;
- the workers fall into two main categories: those who regularly accept new contracts and are in fact permanent workers for long periods, and those who take employment from time to time, for a specified period, with the specific aim of obtaining money and investing it, on their return, in improving their means of production;
- recruited workers are fully aware, before being recruited, of all the financial conditions of their contract as well as of the material conditions at the place of work;
- in fact, recruiting corresponds to a system of employment under which persons spontaneously offer their services to agents acting as intermediaries between the worker and the undertaking; whatever may have been the situation in the past, it does not appear that these intermediaries actively seek out workers or prospect for labour with the aid of any direct or indirect means of pressure;
- the recruiters in reality play the role of private placing agencies, where workers belonging to one of the two categories previously mentioned go spontaneously when they wish to work in certain undertakings, particularly the plantations;
- the recruiters may operate only under a licence issued by the public authorities and subject to a system of supervision which appears to be applied with increasing strictness;
- it is to be concluded from a large number of concordant statements that, in this matter, there is no kind of coercion by the traditional chiefs or by public officials.

The special representative further indicates that, although recruiting under the above-mentioned conditions appears to be free from any kind of coercion, the Government aims at the gradual elimination of recruiting by professional recruiters, and that to this end a network of public employment offices and transit camps for workers seeking employment is being established in Angola. The professional

recruiters have been informed of this policy, and it has been suggested to them that they change their activities to those of public transport undertakings, using for this purpose the vehicles at present employed for the conveyance of recruited workers.

In considering wages policy as a factor in stimulating the spontaneous offer of labour, the special representative indicates that a number of statutory provisions have been adopted since 1967 whose effect may be summed up as follows:

- binding minimum wage rates have been established for workers generally;
- these wage rates have been increased;
- there has been an increase in the proportion of the wage to be paid in cash as compared with benefits in kind;
- the payment of a non-reimbursable pre-contract bonus to recruited workers has been made obligatory.

The special representative visited a number of undertakings in Angola which had been the subject of comment by the Commission of Inquiry appointed under article 26 of the ILO Constitution and in respect of which the Committee of Experts had continued to seek information in previous observations. His findings in this connection are as follows.

The Diamond Company of Angola (which until 1961 had recruited labour through the intermediary of administrative officials and indigenous chiefs) discontinued recourse to professional recruiters in 1967, and now engages only workers who offer their services spontaneously and are employed under oral contracts of indefinite duration. This evolution has been accompanied by increases in wages, improved housing conditions for workers, improved working conditions resulting from increased mechanisation, and expansion of various social services.

In the publicly owned ports and railways, recruited labour appears no longer to be employed in the port of Luanda. Both the Luanda Railway and the port of Lobito decided in 1970 to discontinue recourse to recruiting, and the former at the same time raised wage rates with a view to being able to attract a sufficient volume of labour offering its services spontaneously. On 12 August 1970 the Governor-General of Angola decided that, as from 1 January 1971, public services be prohibited from having recourse to professional recruiters.

The Cassequel Agricultural Company has indicated that its policy is to eliminate recruiting. A mechanisation programme initiated in 1967 has already made possible a reduction of almost 50 per cent in the number of recruited workers, and the special representative expresses the view that the carrying through of this mechanisation programme in the near future should normally contribute to the elimination of the employment of recruited labour.

The special representative obtained up-to-date information on the size and activities of the labour inspection services in Angola. He indicates that the Labour Institute and the labour inspectorate seek to ensure the observance of laws and regulations relating to labour matters, including provisions aimed at ensuring that recruiting, where still current, should not become a form of exploitation of the workers. As already indicated, the supervision of recruiters by the public authorities appears to be applied with increasing strictness.

The special representative was informed that legislation for the reorganisation and expansion of the labour administration services in Angola and Mozambique is at present under examination. The proposed reforms would include the extension of the public employment service, with a view to promoting the gradual extinction of private recruiting services carried on with a view to profit, and the strengthening of the labour inspectorate.

Mozambique.

It appears from figures supplied by the Labour, Social Security and Social Welfare Institute of Mozambique that at the end of 1969 the employed labour force in Mozambique was estimated to consist of 494,000 workers, of whom 36,461 were classed as skilled workers subject to Legislative Instrument No. 1595 of 28 April 1956 and the remainder were classed as unskilled workers within the scope of the Rural Labour Code of 1962. The latter included 23,473 workers recruited by professional recruiters and employed under written contracts for fixed terms, and it was estimated that approximately an equal number of workers were engaged under written contracts following recruiting directly by the undertakings concerned. In 1969, 43,343 workers were recruited (28,726 by professional recruiters, 14,487 directly by undertakings).

In his report the special representative recalls that the ILO Commission of Inquiry which visited Mozambique in 1961 concluded that there was "no element of compulsion" in the recruiting of workers for South Africa. He states that, as the comments of the ILO supervisory bodies which lay at the basis of the present direct contacts did not refer to the position of these workers, he did not consider it necessary, within the framework of his mission, to examine the matter afresh.

As regards workers employed within Mozambique, the special representative points out that the total number of recruited workers at present represents at most 10 per cent of the unskilled labour force employed in the public and private sectors, and that in recent years their number has been steadily diminishing. The total number of workers recruited appears to have declined from 117,239 in the period July 1962-June 1963 to 43,343 in 1969. A number of large plantations which, at the time of the Commission of Inquiry's proceedings in 1961, still engaged a part of their labour force by means of recruiting appear now to be employing exclusively workers who offer their services spontaneously at the place of employment and are engaged under oral contracts of indefinite duration.

The special representative indicates

- that in the case both of direct recruiting by undertakings and of professional recruiting the system of licensing by the public authorities applies;
- that although (in contrast to Angola) there are no employment services specifically charged with placement functions, recruiting is subject to supervision by the administrative authorities;
- that, while in many cases (again in contrast to the recruiting process current in Angola) recruiters and their agents have to travel about the country to find workers prepared to go to work in undertakings—and perhaps to persuade them to do so—he did not in the course of his contacts with the authorities, his visits to undertakings and his interviews with workers find evidence of coercion in the engagement of such labour.

The special representative indicates that in the field of wages policy, and more generally in its social policy, as well as in the development of labour inspection, Mozambique is lagging behind Angola. He points out that, while certain conclusions of the Commission of Inquiry indicated that in 1961 the position in Mozambique gave rise to fewer reserves than that in Angola, today the problems calling for attention appear to be greater in Mozambique. He recalls, however, that the problems relating to the employment of recruited labour are confined to 10 per cent of the labour force in Mozambique, and points out that many cases of warnings, reports, fines and withdrawal of recruiting licences had been brought to his attention.

The special representative indicates that a substantial increase in minimum wage rates is contemplated in Mozambique in 1971 and that the reorganisation and strengthening of the Mozambique labour administration are under consideration. He expresses the view that the contemplated reforms (which would include the establishment of a network of public manpower services) would probably lead to the gradual disappearance of recruiting.

The Committee has considered—with due regard to the findings and recommendations of the Commission of Inquiry appointed under article 26 of the ILO Constitution and to its own earlier observations—the detailed information on the factual situation in Angola and Mozambique which has become available as a result of the direct contacts. In the light of this information, it appears appropriate to conclude that there is no evidence from which it could be inferred that at the present time the legislative provisions which prohibit recourse to forced or compulsory labour and any form of coercion or improper pressure in connection with the recruiting of workers are not being observed.

Syrian Arab Republic (ratification: 1958)

The Committee regrets that, for the second year, no report has been supplied, and that accordingly no information is available on the various matters which have repeatedly been drawn to the Government's attention in direct requests. The Committee's comments have related more particularly to the following matters:

1. Under section 1 of Legislative Decree No. 4 of 2 January 1965, anyone who attempts in any manner whatsoever to impede the implementation of socialist legislation is punishable with hard labour for life, and, under section 15 of the Economic Penal Code (promulgated by Legislative Decree No. 37 of 16 May 1966), anyone who commits any act whatsoever of resistance to the Socialist régime is punishable with imprisonment for from one to three years (involving, by virtue of sections 46 and 51 (2) of the Penal Code, liability to compulsory labour) or, if harm to public property has resulted, with hard labour for from five to fifteen years. These provisions are framed in such general terms that they appear to permit the imposition of compulsory labour for purposes falling within the scope of Article 1 (a), (c) and (d) of the Convention.

2. In so far as violations of the following provisions are punishable with imprisonment (involving, as indicated above, liability to compulsory labour), they appear to permit the imposition of compulsory labour in circumstances falling within Article 1 (a) of the Convention:

- (a) sections 15, 16 and 55 of the Press Act (Legislative Decree No. 53 of 8 October 1949, as brought into force again by Legislative Decree No. 16 of 5 June 1962), prohibiting the publication of any newspaper for which authorisation has not been granted by the Council of Ministers;
- (b) Legislative Decree No. 2 of 12 March 1958 (which dissolved all existing political parties and organisations and prohibited the formation of new political parties or organisations), read in conjunction with sections 327 and 328 of the Penal Code (concerning associations contrary to law);
- (c) sections 1 (1), 3 and 5 of Legislative Decree No. 100 of 31 January 1952 (prohibiting political activity of any kind by students);
- (d) section 288 (1) of the Penal Code (prohibiting meetings held to protest against decisions or measures taken by the public authorities).

3. In so far as violations of the following provisions are punishable with hard labour or with imprisonment (involving, as previously indicated, liability to com-

pulsory labour), they appear to permit the imposition of compulsory labour in circumstances falling within Article 1 (c) or (d) of the Convention:

- (a) sections 7, 10, 11, 13, 19 and 22 of the Economic Penal Code, punishing various breaches of labour discipline, whether committed wilfully or by negligence, namely failure by any person employed in the public sector to carry out public plans or the activities of the public sector; negligence in packing, handling, transport, etc., of public property; neglect to take normal precautions in the use of machinery or to observe proper industrial and technical methods; waste of raw materials; acting in a manner contrary to the general production plan established by the competent authorities and thereby causing prejudice to general production; abandoning employment in the public sector and leaving the country without the employer's permission, and failure to implement an undertaking of service in the public sector;
- (b) sections 331 and 334 of the Penal Code (punishing failure or delay by a worker in observing any arbitration award and participation in certain kinds of strikes);
- (c) sections 160 and 262 of the Agricultural Labour Code (Act No. 134 of 4 September 1958), prohibiting strikes by agricultural workers.

The Committee hopes that the Government will review the above-mentioned legislative provisions in the light of its obligations under the Convention and will take appropriate measures to ensure that no form of forced or compulsory labour (including labour exacted as a consequence of a sentence of hard labour or imprisonment) may be imposed in any of the circumstances enumerated in Article 1 of the Convention.

Tanganyika.

Tanzania (ratification: 1962)

The Committee regrets to note that the Government's report for 1967-69 (received only after the Committee's session in 1970) and also its report for 1969-70 do not contain information on various matters which have been the subject of direct requests for a number of years. The Committee is once more addressing a direct request to the Government, concerning the application of Article 1 (a), (b), (c) and (d) of the Convention, and trusts that full information on all the matters raised will be available for examination at its next session.

As regards Article 1 (b) of the Convention, the Committee also refers to its observation concerning Convention No. 29.

Zanzibar.

The Committee regrets that for the fourth year in succession no report has been supplied, so that the direct requests repeatedly made since 1967 remain unanswered.

In its previous comments the Committee had referred in particular to the Afro-Shirazi Party Decree, 1965, by virtue of which the Afro-Shirazi Party was declared the sole political party and all other political parties, organisations or societies were declared unlawful (sections 2 and 8). Under sections 4 and 5 of the Decree, membership or management of any prohibited party, organisation or society is punishable with imprisonment. In so far as persons serving a sentence of imprisonment are required to perform compulsory labour (section 47 of the Prisons Decree), the foregoing provisions permit the imposition of forced or compulsory labour as a means of political coercion, within the meaning of Article 1 (a) of the Convention. The Committee once more expresses the hope that measures will be taken to ensure the observance of the Convention in this regard.

A number of other matters, relating to Article 1 (a), (c) and (d) of the Convention, are once more the subject of a direct request. The Committee urges the Government to provide the information so requested.

Turkey (ratification: 1961)

With reference to earlier comments concerning Article 1 (a) of the Convention, the Committee notes with satisfaction that Act No. 38 of 5 March 1962, under which various kinds of statements or criticism of a political nature could be punished with imprisonment (involving, by virtue of the legislation respecting the execution of sentences, an obligation to perform labour), was repealed by Act No. 1182 of 15 May 1969.

As regards certain other matters relating to the application of this Convention, the Committee refers to the direct request addressed to the Government in 1970.

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In addition, requests regarding certain points are being addressed directly to the following States: *Australia, Central African Republic, Chad, Dominican Republic, Ecuador, Gabon, Greece, Guatemala, Guinea, Jamaica, Kenya, New Zealand, Nicaragua, Peru, Poland, Portugal, Somali Republic, Spain, Syrian Arab Republic, Tanzania, Trinidad and Tobago, United Arab Republic, Uruguay, People's Democratic Republic of Yemen.*

Information supplied by *Colombia* and *Venezuela* in answer to a direct request has been noted by the Committee.

Convention No. 106: Weekly Rest (Commerce and Offices), 1957*Afghanistan* (ratification: 1963)

See under Convention No. 4.¹

Ghana (ratification: 1958)

Further to its previous observations, the Committee notes with satisfaction that provisions concerning weekly rest in commerce and offices have been included in the Labour Regulations of 1969 with a view to giving effect to the terms of the Convention.

Guatemala (ratification: 1959)

In reply to the observation of 1969 the Government states that it will supply full information concerning the provisions which autonomous bodies are currently adopting for the extension of weekly rest. The Committee recalls that the information in question concerns the following points:

Article 2 of the Convention. The measures taken or envisaged under article 117 of the Constitution in respect of persons other than civil servants employed by the State or its decentralised bodies, whether autonomous or quasi-autonomous, who are not at present covered by weekly rest provisions.

Articles 7 and 8. The measures taken or envisaged, by means of an amendment to the Labour Code or by other legislation or regulations, to comply fully with the provisions of Articles 7 and 8 of the Convention relating to temporary or permanent exceptions to weekly rest.

The Committee trusts that the necessary measures will be taken at an early date.

¹ The Government is asked to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

Iraq (ratification: 1960)

Further to its previous direct requests, the Committee notes with satisfaction that the Labour Law, No. 151 of 1970, extends the scope of the application of the weekly rest provisions (Articles 2 and 5 of the Convention) and provides for compensatory rest where exceptions to weekly rest are authorised (Article 8)

Kuwait (ratification: 1961)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

Articles 2, 7 and 8 of the Convention. The Committee notes from the report for 1966-68 that the Government was considering the adoption of specific provisions to give full effect to the above Articles in any future amendments to the Labour Law, and that a committee was working on amendments to the Labour Law (Private Sector). It hopes that amendments both to that Law and to the Labour Law (Public Sector) will be enacted in the near future and will contain clauses:

- (a) providing for weekly rest for workers engaged for a period not exceeding six months, whose exclusion is contrary to Article 2 of the Convention; and
- (b) providing for compensatory rest for workers who are required to work on the standard weekly rest day, as required by Articles 7 and 8 of the Convention.

Article 11. The Committee also trusts that the lists of categories of persons and types of establishments subject to special weekly rest schemes in accordance with Article 7 of the Convention, and information concerning the circumstances in which temporary exceptions may be granted under Article 8 of the Convention, which it has been requesting since 1964, will be supplied in the next report.

Pakistan (ratification: 1960)

Further to its previous direct requests, the Committee notes with satisfaction that the adoption of the West Pakistan Shops and Establishments Ordinance, 1969, is designed, *inter alia*, to extend weekly rest provisions to the Province of West Pakistan as a whole.

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In addition, requests regarding certain points are being addressed directly to the following States: *Brazil, Byelorussia, Cyprus, Cuba, Dominican Republic, Ghana, Mexico, Pakistan, Paraguay, Portugal, Syrian Arab Republic, USSR.*

Information supplied by *Honduras* in answer to a direct request has been noted by the Committee.

Convention No. 107: Indigenous and Tribal Populations, 1957*Argentina* (ratification: 1960)

The Committee has taken note of the Government's report for 1969-70 and notes with regret that although this report refers succinctly to various programmes concerning the indigenous populations and contains some information concerning certain Articles of the Convention, the information provided is too general and fragmentary to enable the Committee to gain a precise idea of the situation existing in the country with regard to the application of the Convention.

The Committee wishes to recall that since 1963 it has requested the Government to supply the detailed information called for in the report form on the application of each of the Articles of the Convention, and trusts that the Government will

not fail to supply this information in its next report as well as the information requested separately in a direct request.

Brazil (ratification: 1965)

The Committee recalls that in its observation of 1969 it had taken note of the recent establishment of the National Foundation for Indians (FUNAI) and had raised a number of questions concerning the activities of the Foundation, and concerning projected measures relating to the application of the Convention.

The Committee notes with interest from the Government's report and the attached Annual Report for 1969 of the above-mentioned Foundation that a number of measures have been taken with a view to promoting the better protection of Indians and their progressive integration into the life of the country. However, the Government's report does not cover all the points raised in the Committee's previous observation.

The Committee notes, moreover, the many difficulties still to be overcome in regard to the various protective and promotional measures required under the Convention, and it hopes that the Government's next report will contain a full reply to all the points raised in the direct request concerning the various Articles of this Convention.

Finally, the Committee wishes to draw special attention to Article 20 of the Convention regarding the provision of adequate health services for Indians. It recalls that the Government in its previous report had referred to the gravity of the problem and had stated that the FUNAI alone would be unable to find a solution to this problem. The Committee trusts that detailed information on the various measures taken or contemplated in this regard will be included in the next report.¹

Pakistan (ratification: 1960)

The Committee notes with regret from the Government's report that once again information concerning the various questions referred to in its previous requests, particularly with respect to Articles 2, 3, 5 to 7, 9 to 12, 14, 15, 18, 20 and 27 of the Convention, has not been received from the competent authorities. The Committee hopes that full information on these questions (to which detailed reference is made in a direct request) will be supplied in the next report.¹

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In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Bolivia, Brazil, China, Costa Rica, El Salvador, Ghana, Pakistan, Peru, Syrian Arab Republic.*

Convention No. 108: Seafarers' Identity Documents, 1958

Guatemala (ratification: 1960)

In its previous observation, the Committee had noted that a draft decree was to provide for the issue of seafarers' identity documents and had expressed the hope that the decree would be adopted at an early date and that practical measures for the issue of identity documents would be taken. In the 1970 Conference Committee

¹ The Government is asked to report in detail for the period ending 30 June 1971.

a Government representative stated that the implementation of certain Conventions required the adoption of regulations and that in the case of Convention No. 108 regulations had been adopted.

The Committee notes from the Government's report for the period 1968-70 that no information has been supplied on the measures taken to provide for the issue of seafarers' identity documents, in accordance with the Convention. However, the Government mentions a government decision (*Acuerdo Gubernativo*) which, according to the Government's report, "contains the regulations on the seafarers' identity documents" and "was communicated to the ILO with the previous report". The Committee must point out, in this connection, that the previous report to which the Government refers contained a draft decree to amend and modify certain provisions of the Labour Code. Section 2 of the draft contained the following provision which was proposed to be added to section 190 of the Labour Code: "The State shall, through its competent services, issue the seafarers' identity documents referred to in Convention No. 108 which is in force for Guatemala".

The Committee would be grateful if the Government would indicate whether the above decree has been adopted and provide information on the practical measures taken for the issue of identity documents. The Government is requested also to indicate which legislative provisions, administrative regulations or instructions define the rights of entry or readmission of holders of a valid seafarer's identity document, in accordance with Articles 5 and 6 of the Convention. It is further requested to supply copies of the relevant texts and also a specimen copy of the identity document issued in accordance with the provisions of the Convention.¹

Guyana (ratification: 1966)

The Committee regrets to note from the Government's reply to its previous direct request that the seafarers' identity document is still in the process of revision, and notes that national seafarers are issued with passports. In these circumstances, the Committee trusts that the Government will take the necessary measures to issue a seafarers' identity document in conformity with the requirements of the Convention. In particular, the document should contain a statement that it is a seafarers' identity document for the purposes of this Convention, in accordance with Article 4, paragraph 2, thereof. The Government is requested to supply a specimen copy of the new document.

As regards the application of Articles 5 and 6 of the Convention, the Committee notes that foreign seafarers holding a valid seafarer's identity document have the right of entry and readmission, but that no legislative provisions, administrative regulations or instructions exist to define these rights. The Committee considers that in the absence of such legislation or administrative regulations, the port and immigration authorities should have specific instructions to ensure that the rights of entry and readmission are granted to holders of identity documents issued in accordance with the Convention. The Committee therefore hopes that the Government will indicate in its next report the measures taken to this end and supply a copy of the relevant circulars or instructions.

Honduras (ratification: 1960)

The Committee notes from the reply to its previous requests that, while no new type of identity document has been issued for the purpose of this Convention, the

¹ The Government is asked to supply full particulars to the Conference Committee at its 56th Session and to report in detail for the period ending 30 June 1971.

Ministry of Labour and Social Security has suggested to the Ministry of Economy and Finance to set up a special committee which would prepare appropriate drafts with a view to issuing a single seafarers' identity document and bringing the national legislation into conformity, in particular, with the provisions of Article 2, paragraph 1, and Article 5, paragraph 2, of the Convention. The Committee trusts that the Government will soon take the necessary steps to issue a seafarers' identity document fully in conformity with the requirements of the Convention.

The Committee also hopes that the Government's next report will indicate, as already requested in 1967 and 1969, what measures have been taken or are contemplated to give effect to the requirements of Article 6 of the Convention.

Italy (ratification: 1963)

Further to its previous observations, the Committee notes from the information supplied by the Government to the Conference Committee in 1970 and from the report, that the promulgation of legislative provisions to establish seafarers' identity documents is being considered by the competent ministries and that a Bill to this effect has been submitted to organisations of shipowners and seamen for consultation.

The Committee trusts that the Bill in question will be adopted in the very near future so as to ensure compliance with the various Articles of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Barbados, Brazil, France, Greece, Iran, Malta, Mexico, Portugal, Tanzania* (Tanganyika), *Tunisia*.

Information supplied by *Canada* and the *United Kingdom* in answer to direct requests has been noted by the Committee.

Convention No. 110: Plantations, 1958

Brazil (ratification: 1965)

Further to its previous comments, the Committee can only note that the Convention was denounced in 1970.

Guatemala (ratification: 1961)

The Committee notes from the Government's report that the Bill to regulate temporary work in agriculture continues to be studied with a view to determining definitively the rules protecting migrant workers.

It recalls the recommendation of the Committee (appointed by the Ministry of Labour and Social Welfare to study the Bill in question) that new legislation should be in conformity with the provisions of this Convention.

The Committee hopes that measures will be adopted shortly implementing the provisions of the Convention and particularly that the Bill to regulate temporary work in agriculture will be enacted. It trusts that the Government will supply in its next report detailed information in this regard.

The Committee also requests the Government to indicate in its next report whether a Bill amending the Labour Code (as mentioned by the Government in its report for

the period 1966-68), with a view to bringing it into conformity with the Convention on various points raised by the Committee in previous direct requests, is still being considered and will soon be adopted.

The Committee recalls from the Government's report for the period 1966-68 that the General Labour Inspectorate does not possess full information on the frequency of plantations' inspections and their results. The Committee again wishes to point out that the Part of the Convention dealing with labour inspection is of fundamental importance for ensuring effective application of all the other provisions of the Convention. It therefore expresses the renewed hope that the Government will, in its next report, be able to supply detailed information on the measures adopted to give effect to Articles 81 and 84 of the Convention.

Liberia (ratification: 1959)

Further to its previous comments, the Committee can only note that the Convention was denounced in 1971.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Cuba, Guatemala, Mexico*.

Convention No. 111: Discrimination (Employment and Occupation), 1958

Brazil (ratification: 1965)

The Committee notes with regret that the Government's report has not replied to various matters raised in its direct request of 1969, and merely refers in very general terms to the large degree of racial homogeneity existing in the country and to the very exceptional character of acts of discrimination. The Committee hopes that in its next report the Government will not fail to supply the information which has again been requested from it, relating respectively to: practical measures taken to promote equality of opportunity in training and employment for persons belonging to different ethnic groups in the different parts of the country (including the American Indians) and for persons of both sexes; the application in practice of Act No. 1390 of 3 July 1951 on the repression of discriminatory acts; the measures taken to give practical effect to Act No. 4024 of 20 December 1961, which provides that the national educational system must contribute to the condemnation of any form of discrimination on the basis of political or religious convictions and of all class or racial prejudice; and finally, the safeguards afforded to persons suspected of engaging in "activities prejudicial to the security of the State" (Article 4 of the Convention).

Byelorussia (ratification: 1961)

The Committee thanks the Government for the information supplied as a result of its previous direct request and notes with interest that, under section 9 of the new Fundamental Principles governing the Labour Legislation of the USSR and Union Republics, issued in 1970, discrimination in employment on grounds of sex, race, nationality or attitude towards religion is forbidden. It would be glad if the Government would indicate whether additional measures have been taken to intensify public information on and the acceptance by the public of the principles which

prohibit discrimination based on religion, particularly where it relates to a specific nationality of the Union.

The Committee further hopes that the Government will provide information on the point raised in previous requests concerning the practical application of the guarantees for the elimination of discrimination based on political opinion, as recalled in a new direct request.

Central African Republic (ratification: 1964)

The Committee notes with regret that the Government's report does not contain any replies to its previous direct request and is simply a repetition of the previous report. It has noted, however, that certain additional information was contained in the Government's report under article 19 of the ILO Constitution. The Committee hopes that the Government will not fail to supply information on the questions which are again raised in a new direct request and which concern the practical application of the Order of 20 May 1966 and of the Decree of 27 July 1966 requiring the suppression of all manifestations of racism and tribalism, particularly in matters of employment, as well as the methods to ensure the application of the policy of non-discrimination within the general meaning of the Convention in respect of access to employment, promotion and conditions of employment in the public service.

Chad (ratification: 1966)

The Committee regrets that, in the absence of a report by the Government this year, it has received no replies to the points raised in its previous direct request. It hopes that the Government will not fail to supply information on these points which are repeated in detail in a new direct request and which concern the following: the need to supply information on the various questions listed in the report form; the practical application of national policies against discrimination; the types of employment from which women are excluded under the Public Service Regulations "by reason of special requirements of physical aptitude"; and finally, the measures taken for the promotion of equal opportunity in vocational training and employment for different ethnic and social population groups as well as for both sexes.

Costa Rica (ratification: 1962)

While noting with regret that a report under article 22 of the ILO Constitution, replying to the request made in 1969, has not been received, the Committee has taken note with interest of the information provided by the Government under article 19, and particularly of Act No. 4573 of 4 May 1970 (new Penal Code), which provides for sanctions against any discriminatory act in employment based on grounds of race, sex, age, religion, civil status, political opinion, social origin or economic situation. The Committee hopes that the Government will not fail in its future reports to supply information on the practical application of these provisions, and of those of Act No. 2694 of 22 November 1960 (prohibiting discrimination in employment), through the activities of the labour inspection services, as it had requested.

Cyprus (ratification: 1968)

The Committee has taken note of the Government's first report, as well as of the comments communicated by the Cyprus Turkish Trade Union Federation concerning the participation of Turkish Cypriots in public employment. These comments

were transmitted to the Government in November 1970, and the Government subsequently supplied information in reply to them.

According to the Government's first report, article 123 of the Constitution of 1960, which provides that the public service shall be composed as to 70 per cent of Greek Cypriots and 30 per cent of Turkish Cypriots (as well as article 129 providing for ratios of 60 and 40 per cent in the army and article 130 providing for ratios of 70 and 30 per cent in the security forces), does not ensure equitable representation for the two communities in proportion to their real population ratios (which are about 80 and 20 per cent respectively). The Government considers that the aforementioned provisions conflict with those of the United Nations Charter and the Universal Declaration of Human Rights, which must take precedence over any provisions of domestic law. The Government further indicates that it has not been possible to apply the said provisions effectively because of practical difficulties and the events which have marked relations between the communities from the end of 1963 onwards. Finally, it indicates that new provisions are under consideration in the negotiations which have been taking place since 1968 between the communities on the political and constitutional future of Cyprus, and that if provision was made for a distribution of posts between the communities, it would have to be in accordance with the actual population ratios of these communities.

According to the comments made by the Cyprus Turkish Trade Union Federation, the aforementioned provisions have not been applied because of deliberate refusal by the Greek Cypriot leaders and of the fact that the Administration has rendered virtually impossible, since the end of 1963, the exercise of their functions by Turkish Cypriots, whose representation in the public service is less than 1 per cent. The Federation recalls that the Committee of Experts has considered that arrangements such as those provided for in the Constitution of Cyprus of 1960 may be considered non-discriminatory if their effect is "to secure an equilibrium between the different communities and ensure protection of minorities" (General Survey of 1963, paragraph 39); it rejects the argument that these provisions must be regarded as conflicting with the United Nations Charter and the Universal Declaration of Human Rights. It considers that by refusing to apply the provisions concerning the representation of Turkish Cypriots in the public service, the Administration is in fact exercising discrimination against them. Finally, the Federation understands that in the current negotiations to which the Government has referred the Turkish Cypriot party has only conceded that, given other concrete safeguards providing equality of opportunity to Turkish Cypriots, the above-mentioned percentages in the public service may be subject to revision.

According to the additional observations received from the Government, most Turkish Cypriot civil servants left their posts after the events of December 1963 under pressure from their community leaders. None of these civil servants was dismissed for this reason by the Government, which preferred to leave matters in abeyance until the whole political issue of Cyprus was settled. The Turkish Cypriot civil servants who remained at their posts enjoy fully equal treatment. The Government indicates that it has not repealed the Constitution but has had to fill posts left vacant in order to ensure continuity of services. The Turkish Cypriot civil servants could have appealed to the Supreme and Constitutional Court. According to the Government, this Court which, in 1964, comprised Turkish justices, including its President, upheld the legality of the Government's action (case of Mustafa Ibrahim and others *vs.* Attorney-General of the Republic, *Cyprus Law Reports*, pages 195 and 199 *et seq.*). The Government states that all vacancies for civil service posts are published in the *Official Gazette*, and that all citizens, of whatever community, could

apply under equal chances, provided they possess the required qualifications. In fact, the leadership of the Turkish community had until recently prevented Turkish Cypriots from seeking and accepting employments outside the Turkish enclaves. Lately this attitude had changed, and about one-third of the employed Turkish Cypriots worked for Greek Cypriot employers who assured them equal treatment. The Government considers that appointments and promotions in the civil service should be based on merit and not on religious or community criteria. It is of the opinion that there are no conditions in Cyprus which would justify special arrangements giving advantages to the Turkish community, since this community was not earlier in a situation of inferiority. The Government notes with satisfaction the statement of the Cyprus Turkish Trade Unions Federation concerning the measures envisaged for the future.

The Committee recalls that it has considered that arrangements of the kind established under the Constitution of Cyprus (even if they grant certain advantages to minorities) may not be incompatible with the Convention, subject to a specific examination of the factual national conditions to which they relate. However, it does not follow that the application of such arrangements must be considered as being required for the application of the Convention. The latter does not indeed contain any specific provisions to this effect but requires that the national policy be designed to promote equality of opportunity and treatment in employment by methods appropriate to national conditions and practice, such methods being therefore capable of taking various forms. It is the existence and effectiveness—in one way or another—of such a policy that the Committee has to assess (and on this point it still does not have sufficient information), and not the question whether the non-existence or non-application of internal constitutional provisions providing for special arrangements such as those laid down in article 123 of the Constitution of Cyprus constitutes *per se* failure to comply with the obligations deriving from the Convention.

In addition, the alleged incompatibility between the above-mentioned national provisions and the United Nations Charter as well as the Universal Declaration of Human Rights, to which the Government refers, does not fall directly within the terms of reference of the Committee; however, since it indirectly casts doubt on the conformity between the scope of Convention No. 111, as stated above, and that of other United Nations standards on the same subject, it would appear appropriate to point out that, in view of the subsequent elaboration by the General Assembly of the United Nations of further provisions to spell out in greater detail the more general standards contained in the Charter and the Universal Declaration on this subject (such as the International Convention on the Elimination of All Forms of Racial Discrimination of 1965, particularly article 1, paragraph 4), the scope of Convention No. 111 would not appear to be different from the scope of these other standards as regards the possibility of taking certain special measures, in so far as they correspond to certain specific circumstances of time and place, as has been said above.

This being so, the Committee notes from the Government's report and the comments of the above-mentioned Federation that negotiations are taking place with a view to elaborating new provisions on this subject. It considers it useful to draw attention to the general remarks which it has made on the subject in paragraph 20 of the general survey contained this year in Volume B of its report. It hopes that the Government will be able to supply detailed information on the measures which will have been taken in this field (including information on the percentages of persons of the two communities who are effectively employed in the public service, at different levels of responsibility). In addition, it would request the Government to supply, more generally, additional and detailed information on the policy pursued with a

view to creating the basic conditions, in respect of training and employment opportunities in the different sectors of the economy, which would enable the different sections of the population to enjoy factual equality of opportunity and treatment in all fields relevant to their occupational and economic activities.

The Committee would also be grateful if the Government could supply more detailed information on the vocational training and employment of women and on equality of remuneration without distinction of sex.

Czechoslovakia (ratification: 1964)

The Committee was bound to note that as a result of amendments made to the Labour Code by Act No. 47 of 18 December 1969, a worker may be dismissed *inter alia* if "his activity has been such as to constitute a breach of the socialist social order and he is therefore not sufficiently reliable to hold his previous office or post . . ." (new section 46 (1) (e) of the Code, and new section 53 (1) (c)). Under the terms of the final provisions of the amending Act, a worker may be dismissed on these grounds even where the activity in question was carried on before the date of commencement of the Act (Part II (2)). Moreover, until the end of 1971, as an exception to the regulations usually applying in this field, an employment relationship may be terminated without notice on these grounds even if more than a year has elapsed since the activity in question was carried on (Part II (3)).

The Committee must draw the Government's attention to the fact that the general wording of these provisions makes it possible for the employment rights of individuals to be infringed for reasons connected with their political opinions, whereas infringements of this kind should be ruled out. Moreover, it must be pointed out that the provisions in question are retroactive in effect. The Committee requests the Government to indicate the steps taken to revise this recent legislation in order to bring it into conformity with the provisions of the Convention.

Ecuador (ratification: 1962)

The Committee notes with regret that the Government's report does not contain any reply to its previous direct request and limits itself to repeating the substance of the previous report. It hopes that the Government will not fail to supply the information that is again requested and which concerns the following points: the practical measures taken for the promotion of equal opportunity in vocational training facilities and employment as well as the improvement of working conditions of the Andean population and of the ethnic minorities of the coastal regions; the promotion of equality between the sexes in matters of employment; measures taken for the education of public opinion, particularly as far as the application of article 36 of the Constitution is concerned, the purpose of which is the promotion of tolerance and understanding between the social and religious groups; finally, information on the question of whether the Decree No. 30 of 18 July 1963 which provides for the suspension from their duties and employment of persons belonging to certain political tendencies, is still in force; and the measures taken which would prevent all discrimination based purely on political opinion.

Guatemala (ratification: 1960)

The Committee notes with satisfaction that further to its previous direct requests, section 13 of the Defence of Democratic Institutions Act (Legislative Decree No. 9 of 10 April 1963), which had the effect of excluding persons convicted of certain offences under the Act from any form of public employment and from holding

office in an employers' or workers' organisation, has been repealed by section 1 of Decree No. 1725, which entered into force on 23 July 1970.

The Committee also notes that information has been requested from the Minister of the Interior regarding the repeal of the provisions of Decrees Nos. 1813 and 1823 of 1936 imposing certain restrictions based on race or national origin on the exercise of commercial occupations or comparable activities. The Committee hopes that the next report will give details of the action taken in this respect.

India (ratification: 1960)

The Committee thanks the Government for supplying, in reply to its previous requests, detailed information, various documents and national reports, particularly as regards policy measures to promote equality of opportunity and treatment for disadvantaged groups of the population (scheduled castes and tribes). It appears that the measures provided in this respect represent an extensive and inter-related system; the Committee has noted with interest that the review of the application of these measures has been undertaken by several special research and survey committees whose reports to the Government or Parliament show the scope and difficulties of the application as well as the progress envisaged. The Committee would be grateful if the Government would continue to supply such information and indicate any further measures that are adopted within the framework of long-term public policies to promote equality of opportunity and treatment of different segments of the population, particularly if they follow the recommendations of the aforementioned committees bringing out the need for more vigorous and determined action in different areas. In this respect the Committee considers it useful to draw the Government's particular attention to the following aspects.

As far as the protection afforded by the law against specific forms of discrimination is concerned, it appears from the available information and the report of the "Committee on Untouchability, Economic and Educational Development of Scheduled Castes" (whose report of January 1969 was submitted to the Government for consideration) that the Untouchability (Offences) Act of 1955 is still little known and insufficiently applied, particularly as regards the protection that it affords to the respective groups against acts of discrimination which directly or indirectly affect employment and occupation (sections 4, 5 and 7). The Committee would therefore be grateful if the Government would indicate what further measures are contemplated to implement the recommendations of the aforementioned national committee and to make the groups concerned aware of the rights created by the Act of 1955, help them to take advantage of these rights and give them the benefit of effective supervision of the application of the Act.

As regards generally public information and education activities to promote the acceptance of national policy as defined in the Convention, the Committee notes the general information provided by the Government on corresponding measures and the support given to non-governmental organisations active in this field. The Government has referred to a recommendation made in the report of the above-named committee with a view to dealing actively with the lack of information about standards of non-discrimination against underprivileged castes which exists among the general public and even among public officials. The Committee would be grateful if the Government would indicate in its next report what additional measures have been taken to organise an effective public education campaign in its broadest sense (directed toward potential discrimination victims as well as those likely to practise discrimination, public officials and local authorities), in order to secure general support not only for the elimination of specific forms of discrimination but also for positive steps to improve the economic and occupational conditions of backward groups.

As regards the effective improvement of employment and training opportunities and economic development of backward groups, the Committee notes with interest the recent increase in the number of members of the scheduled castes and tribes employed in the public services. It is nevertheless apparent from the available information and the studies of the Parliamentary Committee on the Welfare of the Scheduled Castes and Tribes, which was established in 1969 to study *inter alia* the access of these groups to public service, that many of the posts reserved for them, especially in higher ranks, are not actually being filled. The Committee would be grateful if the Government would indicate in its next report whether measures have been taken to ensure the recruitment of these persons, where appropriate, in the jobs which have thus been set aside for them. It would also be generally useful if the next report would indicate what measures the Government could take to stimulate active recruitment and advancement policies for such persons in services under its direct control as well as in the services of the States of the Union and in undertakings working under public contracts (for instance, under programmes like those mentioned in Chapter 4 of the general survey which appears in Volume B of the present report).

From the more general standpoint of all occupational and economic activities, the Committee notes with interest that the employment and placement services have attached greater importance to vocational guidance, which is an essential factor. As far as placement itself is concerned, however, it appears that, even though the ratio of placement to registration among members of backward groups compares favourably with the general ratio, statistics indicate that the registrations of members of scheduled tribes represent only a very small percentage of all registrations (2.4 per cent). The Committee would be grateful if the Government would indicate whether any measures have been taken or are contemplated with a view to extending the action of the respective services to the main settlement areas of the scheduled tribes.

Lastly, as regards measures for the general economic development of backward groups, the Committee notes with interest the information supplied by the Government under Convention No. 107 on indigenous and tribal populations, particularly on programmes of land distribution; it would be grateful to the Government if it would supply in its next report information enabling an assessment to be made of the practical effects of these measures on the development of occupational and economic activities and on the improvement of the working and living conditions of the backward groups, as well as on the arrangements to ensure the effective application of the above-mentioned measures.

Israel (ratification: 1959)

The Committee notes with interest, further to its previous direct request, that the Government has commissioned an investigation by an independent researcher on the situation of the Arab population in Israel in relation to the subject-matter of the Convention, and has supplied the full text of this study (a summary of which appears in the Summary of Reports supplied under article 19 of the ILO Constitution, Report III (Part 2)).

The Committee notes the indications given in this report as regards the economic and educational factors of an historical nature which might have led to the hitherto relatively reduced participation of the Arab population, as compared with the Jewish population (in proportion to the respective size of these populations), in the higher levels of training and employment. It also notes the information relating to the action taken to offset these factors, particularly in the matter of education and vocational training, and the fact that such action has also had to be taken for the benefit of sections of the Jewish population coming from Africa and Asia. It seems

from this study, however, that these measures have hitherto proved less effective as far as the Arab population is concerned. The Committee hopes therefore that the Government will continue to supply detailed information on the development of steps to promote equality of opportunity in the matters covered by the Convention for all sections of the population irrespective of cultural factors, in particular through the adoption of suitable measures allowing for these factors, as well as on the results obtained.

It is furthermore generally apparent from the aforementioned investigation that considerations of security and loyalty may in the circumstances have hitherto restricted the access of members of the Arab population to employment involving certain responsibilities (Article 1, paragraph 2, and Article 4 of the Convention). While taking note of these circumstances, the Committee hopes that the Government will soon be able to supply more detailed information on the steps taken to ensure that these considerations do not unduly limit the effects of the national policy within the meaning of the Convention.

Italy (ratification: 1963)

See paragraph 49 of the General Report and paragraph 14 of the General Survey (Volume B).

Jordan (ratification: 1963)

See paragraph 49 of the General Report and paragraph 14 of the General Survey (Volume B).

Liberia (ratification: 1959)

The Committee notes with regret that the report of the Government does not contain any reply to its previous direct request and only repeats the contents of the previous report. It hopes that the Government will supply information on the points which are again listed in a direct request and which concern: the eligibility of women, in law and practice, for vocational training opportunities; equality of pay without regard to sex; the repeal of article 53 of the Public Land Law (providing different conditions for aborigines and other citizens of the Republic in matters of rights to land) which had been announced by the Government, in view of the fact that this article no longer corresponded to existing conditions and was incompatible with the national policy of unification and integration. The Committee would also be grateful if the Government would supply further information on results achieved in the general application of this policy of unification and integration and on the results obtained in the areas covered by the Convention.

Libya (ratification: 1961)

The Committee notes with regret that, in the absence of a report by the Government this year, it has received no replies to the questions raised in its previous direct request. It hopes that the Government will not fail to provide information on these points which are repeated in detail in a new direct request and which concern the following: measures taken for the promotion of information and education of public opinion on the policy of non-discrimination in employment; the co-operation of employers' and workers' organisations in the application of this policy; measures which would ensure the application of this policy in all employment under the direct control of the Government; participation of different categories of persons, within the meaning of the Convention, and particularly women, in vocational training

and employment, and the measures taken to promote practical equality of opportunity in these areas.

Nicaragua (ratification: 1967)

The Committee notes with regret that, in the absence of a report by the Government this year, it has received no replies to the points raised in its previous direct request. It hopes that the Government will not fail to provide information on these points which are repeated in detail in a new direct request and which concern: measures to promote equality of practical opportunities for training, employment and the improvement of working conditions of particular ethnic groups, for example in the Atlantic coast regions; the practical promotion of equality between the sexes in matters of training and employment; the application of a policy of non-discrimination in the public service; and finally, the safeguards and appeal procedures which ensure the elimination of discrimination based on political opinion, particularly in view of article 116 of the national Constitution.

Pakistan (ratification: 1961)

For several years the Committee has noted with interest in its direct requests that the "principles of policy" expressed in the national Constitution provide for special measures to be taken for the promotion of the educational and economic interests of backward classes and backward areas (point 4 of the principles) and to bring members of underprivileged castes, races, tribes and groups on terms of equality with other categories of the population (point 5 of the principles). In this respect the Government has supplied, in response to the Committee's repeated requests, some brief and general information which shows that scholarships and subsidies are granted to students, that higher age limits for entry into services have been established, and that a certain percentage of vacant posts in the public service are being reserved. The Government has furthermore indicated in its last report that the National Planning Commission, in its preparation of development plans, keeps in view the creation of employment opportunities for backward groups and areas.

While noting these general indications, the Committee regrets that the Government has not supplied more detailed information, as had been requested, which would enable the Committee to assess fully the implementation of the above-mentioned "principles of policy" and of the Convention. It hopes that the Government will supply such information on all aspects of the application of national policy in this area (for instance the development of vocational training facilities and employment opportunities that are made available for these groups and areas, the way in which these populations and regions may secure benefits from economic and social development plans, etc.), as well as on the results obtained and the targets fixed (reports, statistical studies, etc.).

Furthermore, as regards measures for the information and education of the public in order to promote the acceptance and observance of the national policy envisaged by the Convention, the Committee has noted with interest point 2 of the above-mentioned "principles of policy" which provides that "parochial, social, tribal, sectarian and provincial prejudices amongst the citizens should be discouraged". In the absence of information from the Government in answer to previous requests on this point, the Committee hopes that the next report will give details of the specific measures taken to put this principle into effect.

Lastly, in 1968 the Government had stated in reply to a request that it would provide information on the policy followed to promote in practice equality of

opportunity for men and women in respect of access to vocational training and employment, as well as public acceptance of this policy, and on the results achieved. In its last report the Government indicated on this point that employment in all services of the Government was open to women except in activities unsuited to their sex. The Committee hopes that the Government will provide in its next report details of the policy pursued with a view to promoting equality of opportunity without regard to sex in the different occupational and economic activities, from the above-mentioned practical aspects, and equality of remuneration. The Committee would also be grateful if the Government would specify what activities are considered unsuited to the female sex (and whether these have been subject to reconsideration).

Panama (ratification: 1966)

The Committee, while noting that a report on Recommendation No. 111 has been submitted under article 19 of the ILO Constitution, regrets that no specific reply to its previous request has been received in the absence of a report under article 22 of the Constitution. It hopes that the Government will not fail to supply information on the points mentioned once again in a direct request, and which relate to: the application of Act No. 25 of 9 February 1956 punishing refusal to engage an applicant for employment on the grounds of social or racial origin, sex, religion or political opinion; measures taken to further in practice equality of opportunity in employment and occupation for indigenous and rural populations, in particular under the integration policy provided for in Act No. 18 of 1952 (which set up the National Institute of Native Studies) and in article 94 of the national Constitution; the practical promotion of equality between the sexes as regards access to vocational training and employment and conditions of employment; and finally the guarantees provided to persons who might be affected, as regards employment, by measures based on "the security of the State" (Article 4 of the Convention).

Philippines (ratification: 1960)

The Committee has taken note with interest of the detailed publications and articles supplied by the Government in reply to its direct request concerning the manner in which the education and information of the public are encouraged and ensured in matters particularly relevant to non-discrimination. The Committee regrets, however, that the report did not contain any reply to the other points referred to earlier, which it mentions once again in a direct request and which relate to: measures taken within the framework of the national policy of integration of cultural minorities (Act No. 1888 of 1957, as amended, and the reports of the Commission on National Integration), particularly as regards the development of opportunities for training, placement and productive employment for those population groups; the promotion of equality of opportunity and treatment in respect of women; and the protection of labour rights for certain minorities of foreign origin long established in the Philippines.

Portugal (ratification: 1959)

As regards the application of the Convention in the overseas provinces, the Committee notes the information supplied by the Government, as an example, concerning the development of education, vocational training and social action (particularly in Angola), as well as the indication that more complete information could be obtained by a Commission of Inquiry, the establishment of which is suggested

by the Government. As is stated in paragraph 26 of the general survey forming part of its report for this year, however, the Committee must again request the Government to supply more complete information on the application of its policy in each overseas province individually and on the results achieved. In particular, it would be helpful if the Government could supply detailed particulars indicating in respect of each province the progress made as regards the access of workers to more highly-skilled employment, irrespective of their ethnic or social origin.

In this respect, the Committee notes the existence in the overseas provinces of two kinds of labour legislation, the "Rural Labour Code" of 1962 being applicable to unskilled workers (both in agriculture and in other occupations) while other provisions are applicable to specialised or skilled workers (1957 Labour Code in Angola, Legislative Instrument No. 1595 of 1956 in Mozambique). It notes from the statistics supplied by the provincial authorities (which are quoted in the report on direct contacts with the Government of Portugal concerning the application of Convention No. 105, paragraphs 17, 130 and 139) that in Angola in 1968 there were 312,830 unskilled workers governed by the Rural Labour Code, and 246,751 workers governed by the 1957 Angolan Labour Code, the latter comprising both skilled and semi-skilled workers and including 66,298 trade union members and 180,453 non-unionised workers. In Mozambique, on the other hand, the figures for 1969 distinguish between 457,340 workers governed by the Rural Labour Code (according to the reports on labour inspection, these included both unskilled and skilled workers) and 36,461 skilled workers who are trade union members. The Committee would be grateful to the Government for indicating, in respect of each province:

- (a) by what methods the workers are classified into the aforesaid categories, and by what measures the proper classification of workers in skilled and semi-skilled occupations is ensured in practice at the level of the undertakings;
- (b) what is the breakdown of workers of different ethnic or social origins in each of the aforementioned categories;
- (c) what is the law and practice respecting the possibility of joining trade unions and of benefiting from trade union activities, in the case of skilled, semi-skilled, and rural and similar workers (stating in particular whether any regulations have been adopted to apply Chapter VI of the Rural Labour Code in this connection);
- (d) what policies the Government intends to adopt regarding the extension to all categories of workers of a similar system of determining conditions of employment, including in particular wage-fixing methods and wage rates, and of the benefit of trade union activities and services.

The Committee would also be grateful to the Government for supplying detailed information on the policies pursued, within the meaning of the Convention, in respect of employment under the direct control of the national authorities, and in particular for indicating developments in the participation of persons of different ethnic or social origins at various levels of the hierarchy in the public administration in each province.

As regards other points raised in previous direct requests in connection with distinctions made on the basis of sex and of political opinion, the Committee notes with interest the information supplied by the Government, and particularly the elimination by Legislative Decree No. 49397 of 24 November 1969 of the statements which applicants for public employment were required to make concerning their political opinions; it hopes that future reports will continue to reflect developments in the national policy in these fields.

Senegal (ratification: 1967)

The Committee notes with regret that since the Government has not supplied a report this year, it has not received any reply to the points raised in its previous direct request. It hopes that the Government will not fail to provide information on these points which are repeated in detail in a new direct request and which concern the necessity to supply information on the questions listed in the report form, particularly as regards the elimination in the private sector of any distinctions based on factors such as ethnic origin, caste and sex.

Somali Republic (ratification: 1961)

The Committee regrets that no report has been received. It hopes that a report will be submitted for examination by the Committee at its next session and that it will contain in particular the documents illustrative of the public information campaign for the elimination of all forms of discrimination, which the Government had stated it would send as soon as they had been obtained from the Ministry of Information.

Spain (ratification: 1967)

The Committee notes with interest the information supplied by the Government further to the previous direct request, with particular respect to the scope of the new action taken to guarantee equal rights to women in the field of employment (Decree No. 2310 of 20 August 1970) and equality of rights without distinction on grounds of religion (Act of 28 June 1967 on religious freedom). It hopes that in its next report the Government will be able to supply the data already announced on trends in the extent to which women workers are represented in practice in various occupational categories. It would also be grateful to the Government for supplying similar data as regards persons of various faiths, and for giving details of the exceptions authorised by section 4 (1) of the Act of 28 June 1967, as regards access to certain occupations or positions, on grounds of religion.

On the other hand, the Committee notes that the Government has not supplied any specific information in reply to the question in the previous request concerning the measures taken to avoid discrimination in employment on the basis of political opinion, with particular reference to any application in this respect of Article 1, paragraph 2, and Article 4 of the Convention; it hopes that the next report will not fail to supply detailed information on this point.

Switzerland (ratification: 1961)

The Committee thanks the Government for the information supplied in reply to its direct request concerning the results of the Government's approaches to employers' and workers' organisations and to the cantons in order to develop the practical application of the principle of equal remuneration. The Committee would be glad if the next report were to contain information on developments in this respect, both in those cantons which have taken steps to introduce the principle of equal remuneration in their administrations, and in those cantons where there are still instances of discrimination but where the cantonal governments are taking steps to promote the acceptance and observance of the principle of equal remuneration.

The Committee notes with particular interest the observations of the employers' and workers' organisations on the practical application of the provisions of the Convention, which were appended to the Government's report.

The Committee notes with regret, as regards women employed by the general administration of the Confederation, that the principle of termination of employment on marriage (section 76, subsection 3, of the regulations for employees) has not been abolished, although the Government states that such termination is now the exception in practice.

The Committee notes that the reconsideration of section 55, subsection 2, of the Federal Act on the conditions of service of federal employees is still envisaged but that its repeal could be discussed only within the framework of a wider revision of this Act. It also notes that the Government has not yet been able to draw up a list of the staff regulations of the cantons and communes containing provisions analogous to section 55 of the Act on conditions of service of federal employees, but that where such provisions exist, they will be progressively eliminated. The Committee hopes that the Government will continue to provide information on developments and results achieved in this field.

The Committee notes with interest that provisions on equal remuneration were under consideration and were to become effective on 1 January 1971, under the title: "Conditions Governing Appointments and Promotion to Positions in the Central Administration of the Confederation". It looks forward to taking cognisance of these provisions on the occasion of the Government's next report.

Syrian Arab Republic (ratification: 1960)

The Committee notes with regret that no additional information has been received in reply to its previous direct request, since no report has been supplied under article 22 of the Constitution. It hopes that the Government will not fail to supply a detailed report on the application of the Convention for examination at its next session, particularly as regards the progressive achievement of the objective of equal opportunity for all citizens set out in the second Five-Year Plan, as well as developments relating to equal access of women and men to employment and occupations in the productive sectors.

Ukraine (ratification: 1961)

The Committee notes with regret that the report of the Government does not contain any reply to its previous direct request. It hopes that the Government will not fail to supply information on the points mentioned once again in a direct request, and which relate to the application of the standards concerning the prohibition of discrimination on the grounds of religion and of political opinion.

USSR (ratification: 1961)

The Committee thanks the Government for the statistics supplied in reply to the previous direct request, regarding the participation in employment requiring the completion of higher or specialised training of persons of the different nationalities of the Union, including persons defined by a specific nationality, although they are not attached to a particular republic or autonomous region (such as citizens of the USSR of Jewish nationality). It also notes with interest that pursuant to section 9 of the new Fundamental Principles governing the Labour Legislation of the USSR and the Union Republics, issued in 1970, all direct or indirect restrictions of rights, and all direct or indirect advantages established on entry into employment on the basis of sex, race, nationality or religious affiliation, are prohibited. The Committee would be grateful if the Government would indicate whether additional action has been taken to inform and educate public opinion, within the framework for example of

methods already referred to by the Government in this respect and noted with interest by the Committee, with a view to promoting further the general acceptance and observance of the standards of non-discrimination on grounds of religion, particularly when it is related to a specific nationality in the Union.

In addition, the Committee hopes that the next report will contain information on the other point raised in previous direct requests, as regards the practical application of the safeguards mentioned by the Government (particularly article 118 of the Constitution and the other general standards on equal rights, embodied in the labour legislation) in respect of any discrimination in employment on the ground of political opinion, as is recalled in a new direct request.

United Arab Republic (ratification: 1960)

See paragraph 49 of the General Report and paragraph 14 of the General Survey (Volume B).

Upper Volta (ratification: 1961)

While regretting that a report under article 22 of the ILO Constitution, replying to the direct request made in 1969, has not been received, the Committee has taken note of the information provided by the Government under article 19, which in fact covers some of the points made in the aforementioned request. It hopes that the Government will not fail to supply in addition information on the measures taken, within the framework of the action, mentioned by the Government, aimed at bringing about an evolution in the attitude of public opinion concerning the role of women, to reconsider the conditions of sex previously fixed for access to certain public employment, particularly as regards the labour inspection services (Decree No. 435-PRES of 1960).

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Argentina, Brazil, Bulgaria, Byelorussia, Central African Republic, Chad, China, Dominican Republic, Ecuador, Ethiopia, Gabon, Ghana, Guinea, Honduras, Iran, Iraq, Kuwait, Liberia, Libya, Malawi, Malta, Mauritania, Morocco, Nicaragua, Niger, Norway, Panama, Paraguay, Philippines, Poland, Senegal, Sierra Leone, Turkey, Ukraine, USSR, Viet-Nam.*

Information supplied by *Canada, Cuba, Dahomey, Federal Republic of Germany, Hungary, Mali* and *Tunisia* in answer to direct requests has been noted by the Committee.

Convention No. 112: Minimum Age (Fishermen), 1959

Guatemala (ratification: 1961)

In its previous observation and direct requests the Committee pointed to the lack in Guatemalan legislation of provisions giving effect to the Convention, and to the need for such implementing provisions as regards in particular Article 2 (prohibition of employment of children under 15 years of age on fishing vessels) and Article 3 (prohibition of employment of young persons under 18 years of age as trimmers or stokers on coal-burning fishing vessels). The Government stated that the need for such provisions would be taken into account in the drafting and adoption of various amendments to the Labour Code; however, it has not communicated any information subsequently on the progress made in this respect.

In its report for 1968-70 the Government indicates that the Committee's observation has been communicated to the Council of State and to Congress, and that it will give details of any decisions made by these authorities. The Committee hopes that the Government will soon be in a position to inform it that the necessary action has been taken to apply the Convention, and to supply the text of the relevant provisions.

Guinea (ratification: 1960)

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee notes the Government's statement that, by virtue of section 62 of the Labour Code, the minimum age for employment on fishing vessels is 18 years. The Committee observes, however, that this section merely deals with the authorisation to be given by a child's guardian for his employment at sea, and does not impose any minimum age requirement.

The Committee recalls that, according to the Government's report for 1965-67, a draft order had been prepared which would prohibit the employment of persons under 15 years of age on fishing vessels. The Committee hopes that this order will soon be issued, and that it will also provide, as required by Article 3 of the Convention, that persons under 18 years of age may not be employed as trimmers and stokers on fishing vessels.

The Committee hopes that the Government's next report will provide information on the progress made in this respect.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Costa Rica, Liberia, Poland, Spain, Tunisia*.

Convention No. 113: Medical Examination (Fishermen), 1959

Liberia (ratification: 1960)

Further to its observation of 1970, the Committee regrets to note that once again the Government's report makes no mention of any progress in the adoption of measures to give effect to the various provisions of the Convention.

The Committee recalls that these measures should be designed (a) to broaden the scope of the relevant legislation (Chapter X of Title 22 of the Liberian Code of Laws, as amended in 1964) so as to include vessels of less than 75 tons and boats manned entirely by members of the same family, since the exemptions allowed in the Convention relate exclusively to vessels which do not normally remain at sea for periods of more than three days; (b) to supplement this legislation by detailed provisions concerning the medical examination of fishermen, since section 336 (d) by no means suffices to ensure application of the Convention.

The Committee trusts that these measures will be taken at an early date and that the Government's next report will contain information to that effect.¹

Convention No. 114: Fishermen's Articles of Agreement, 1959

A request regarding certain points is being addressed directly to *Guinea*.

* * *

¹ The Government is asked to report in detail for the period ending 30 June 1971.

Convention No. 115: Radiation Protection, 1960

Requests regarding certain points are being addressed directly to the following States: *Guinea, Hungary, Switzerland.*

Convention No. 117: Social Policy (Basic Aims and Standards), 1962

Central African Republic (ratification: 1964)

The Committee notes with regret that the report, which arrived too late for examination in 1970, merely repeats the same information as contained in the first report covering the period 1965-66 and thus does not, in spite of repeated requests by the Committee since 1967, reply to the various questions raised. The Committee is thus obliged to repeat these questions in a new direct request and hopes that the Government will not fail to provide the necessary replies.

Ghana (ratification: 1964)

Article 8 of the Convention. The Committee notes the Government's statement, in reply to the observation of 1970, that migrant workers in Ghana enjoy full protection under the labour and social security laws, as well as special advantages regarding social security and the transfer of wages and savings. It also notes that no agreements have so far been concluded with other countries regarding migrants but that the Government is prepared to enter into discussions, on properties left in Ghana by aliens, with any country wishing to do so and to enter into agreements whenever it becomes necessary or desirable to recruit foreign workers.

As the problem of migrant workers is of considerable importance in Ghana, because of the large number of persons involved, agreements between the governments concerned may prove useful, as envisaged in Article 8 of the Convention, "for the purpose of regulating matters of common concern in connection with the application of the provisions" of the Convention. The Committee notes from the Government's report that negotiations regarding the question of property left in the country by departing migrants have recently been initiated with Nigeria. Such negotiations and the agreements resulting therefrom may prove of great value to the workers concerned both during their employment in Ghana and subsequently. The Committee therefore hopes that the Government will indicate in its next report any progress made in this connection.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Central African Republic, China, Ghana, Guinea, Israel, Italy, Jamaica, Jordan.*

Convention No. 118: Equality of Treatment (Social Security), 1962

Requests regarding certain points are being addressed directly to the following States: *Central African Republic, Congo (Kinshasa), Guinea, Israel, Italy, Mauritania.*

Convention No. 119: Guarding of Machinery, 1963*Niger* (ratification: 1964)

The Committee notes from the Government's reply to its previous direct request that the new decree respecting hygiene and safety at work has not yet been issued, but that thorough studies are being made on these questions with a view to preparing the new legislation.

The Committee trusts that the new decree will soon be promulgated and that it will give full effect to the various provisions of the Convention, in particular to those which have been the subject of the Committee's previous comments (Articles 1 (2), 2 to 4, 10, 11, 12 and 16). The Government is requested to supply full particulars in this respect in the next report.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Central African Republic, China, Congo (Brazzaville), Congo (Kinshasa), Cyprus, Dominican Republic, Ghana, Guatemala, Guinea, Jordan, Kuwait, Malagasy Republic, Sierra Leone, Syrian Arab Republic, Turkey.*

Convention No. 120: Hygiene (Commerce and Offices), 1964*Ghana* (ratification: 1966)

Further to its previous direct request, the Committee notes with satisfaction the adoption of the Factories, Offices and Shops Act, 1970 (Act 328), giving effect to the provisions of the Convention. With respect to Article 16 of the Convention requiring that underground or windowless premises in which work is normally performed shall comply with appropriate standards of hygiene, the Committee notes the statement in the Government's report that no such premises exist in the country. The Committee would be glad if the Government would indicate in future reports any change in this regard and the legislative measures taken in consequence thereof.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Bulgaria, Congo (Kinshasa), Costa Rica, Guinea, Malagasy Republic, Senegal, Switzerland, USSR, United Kingdom.*

Information supplied by *Norway* and the *Syrian Arab Republic* in answer to direct requests has been noted by the Committee.

Convention No. 121: Employment Injury Benefits, 1964

A request regarding certain points is being addressed directly to the *Congo (Kinshasa)*.

Convention No. 122: Employment Policy, 1964

Requests regarding certain points are being addressed directly to the following States: *Byelorussia, Canada, Chile, Costa Rica, Cyprus, Guinea, Ireland, Malagasy*

Republic, New Zealand, Peru, Poland, Senegal, Tunisia, Uganda, Ukraine, USSR, United Kingdom.

Convention No. 123: Minimum Age (Underground Work), 1965

Requests regarding certain points are being addressed directly to the following States: *China, Cyprus, Czechoslovakia, Hungary, Malagasy Republic, Spain, Switzerland, Tunisia, Uganda, Zambia.*

**Convention No. 124: Medical Examination of Young Persons
(Underground Work), 1965**

A request regarding certain points is being addressed directly to *Hungary*.

Convention No. 125: Fishermen's Competency Certificates, 1966

A request regarding certain points is being addressed directly to *Senegal*.

Convention No. 126: Accommodation of Crews (Fishermen), 1966

A request regarding certain points is being addressed directly to *Spain*.

Convention No. 128: Invalidity, Old-Age and Survivor's Benefits, 1967

Requests regarding certain points are being addressed directly to the following States: *Cyprus, Norway, Sweden.*

OBSERVATIONS CONCERNING RATIFIED CONVENTIONS

Appendix I. Detailed Reports Received and Detailed Reports Not Received by 26 March 1971

Reports received: 1,463 Reports not received: 435 Total: 1,898

(Article 22 of the Constitution)

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Afghanistan	7	4, 13, 14, 41, 45, 95, 106	0	—	7
Albania ¹	0	—	16	5, 6, 10, 11, 16, 21, 29, 52, 58, 59, 77, 78, 87, 98, 100, 112	16
Algeria	19	3, 11, 18, 32, 56, 58, 68, 69, 71, 73, 74, 87, 91, 92, 96, 97, 98, 99, 100	8	6, 10, 13, 14, 29, 44, 62, 81	27
Argentina	32	1, 3, 5, 7, 8, 9, 11, 13, 14, 15, 17, 20, 21, 26, 27, 30, 32, 33, 35, 36, 42, 45, 50, 58, 68, 87, 88, 95, 98, 100, 107, 111	0	—	32
Australia	9	7, 8, 9, 11, 15, 21, 26*, 27, 45	0	—	9
Austria	6	5, 13, 33, 45, 99, 100	5	11, 21, 27, 87, 98	11
Barbados *	10	5, 7, 11, 26, 50, 86, 87, 97, 98, 108	0	—	10
Belgium *	31	1, 5, 7, 8, 9, 11, 13, 14, 15, 21, 26, 27, 32, 33, 43, 45, 50, 58, 62, 64, 68, 84, 87, 91, 97, 98, 99, 100, 102, 107, 112	0	—	31
Bolivia	0	—	8	5, 14, 19, 26, 42, 87, 96, 107	8
Brazil	20	5, 7, 11, 14, 21, 26, 45, 58, 81, 91, 97, 98, 99, 100, 103, 106, 107, 108, 110, 111	0	—	20
Bulgaria	36	1, 3, 7, 8, 9, 11, 13*, 14, 15, 20, 21, 26, 27, 30, 32, 35, 36, 37, 38, 39, 40, 43, 45*, 49, 58, 59, 60, 62, 68, 87, 98, 100, 106, 111, 112, 120	0	—	36

For footnotes see end of table, p. 197.

REPORT OF THE COMMITTEE OF EXPERTS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Burma	3	17, 52, 87	7	1, 11, 14, 15, 21, 26, 27	10
Burundi	1	42	13	4, 11, 14, 26, 27, 50, 62, 64, 84, 85, 89, 94, 105	14
Byelorussia *	17	11, 14, 15, 45, 47, 58, 59, 60, 87, 98, 100, 103, 106, 111, 115, 120, 122	0	—	17
Cameroon	5	11*, 26*, 45*, 87, 98*	0	—	5
Eastern Cameroon * . .	4	5, 13, 14, 33	0	—	4
Western Cameroon . .	0	—	4	15, 50, 64, 97	4
Canada	14	1, 7, 8, 14, 15, 26, 27, 32, 45, 58, 68, 108, 111, 122*	0	—	14
Central African Republic .	9	4, 5, 13, 18, 26, 29, 62, 100, 111	17	3, 6, 10, 11, 14, 33, 41, 52, 67, 81, 87, 94, 95, 98, 99, 101, 119	26
Ceylon	9	5, 7, 8, 11, 15, 18, 45, 58, 99	0	—	9
Chad	0	—	14	5, 6, 11, 13, 14, 26, 29, 33, 41, 87, 98, 100, 105, 111	14
Chile *	21	1, 3, 5, 7, 8, 9, 11, 13, 14, 15, 20, 26, 27, 30, 32, 35, 36, 37, 38, 45, 122	1	63	22
China	20	7, 11, 14, 15, 19, 26, 27, 32, 45, 58, 59, 91, 95, 98, 100*, 107*, 111*, 112, 119, 123*	0	—	20
Colombia	20	1, 3, 5, 7, 8, 9, 11, 13, 14, 15, 18, 20, 21, 23, 24, 25, 26, 81, 100, 105	0	—	20
Congo (Brazzaville)	0	—	8	5, 11, 13, 14, 26, 33, 87, 119	8
Congo (Kinshasa)	10	14, 26*, 27*, 50*, 62*, 64, 81*, 84*, 119*, 120*	2	11, 17	12
Costa Rica	9	11, 45, 87, 99, 100, 106, 112, 120, 122*	3	98, 107, 111	12
Cuba	27	1, 3, 5, 7, 8, 9, 13, 14, 15, 20, 21, 26, 30, 32, 45, 58, 59, 60, 91, 97, 99, 100, 103, 106, 107, 110, 111	8	11, 17, 27, 67, 81, 87, 92, 98	35

OBSERVATIONS CONCERNING RATIFIED CONVENTIONS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Cyprus	12	11, 15, 45, 87, 97, 98, 106, 111, 119, 122, 123*, 128*	0	—	12
Czechoslovakia	23	1, 5, 11, 13, 14, 21, 26, 27, 35, 36, 37, 38, 39, 40, 43, 45, 49, 87*, 98, 99, 100, 111, 123	0	—	23
Dahomey	10	5, 11, 13, 14, 26, 33, 87, 98, 100, 111	0	—	10
Denmark *	15	5, 7, 8, 9, 11, 14, 15, 21, 58, 87, 98, 100, 106, 111, 112	1	102	16
Dominican Republic * . .	2	1, 111	17	5, 7, 26, 29, 45, 52, 79, 81, 87, 88, 90, 98, 100, 105, 106, 107, 119	19
Ecuador	13	2, 11*, 24, 35, 37, 39, 45, 87, 98*, 100*, 103*, 105*, 111*	1	26	14
El Salvador	4	12, 104, 105, 107	0	—	4
Ethiopia *	3	11, 87, 111	1	98	4
Finland	21	7, 8*, 9*, 11*, 13, 14, 15, 20, 21*, 27, 30, 32, 45, 62, 87*, 91, 98*, 100*, 120*, 122*, 124*	1	121	22
France	31	3*, 5, 8, 9, 11, 13, 14, 15, 26*, 27*, 32*, 33, 35*, 36*, 37*, 38*, 43, 45, 49, 58, 62, 68, 84*, 87, 91, 97*, 98, 99*, 100, 108, 112	0	—	31
Gabon	6	29, 52, 87, 101, 105*, 111	22	3, 4, 5, 6, 10, 11, 12, 13, 14, 19, 26, 33, 41, 45, 85, 95, 96, 98, 99, 100, 123, 124	28
Fed. Republic of Germany .	18	3, 7, 8, 9, 11, 15, 26, 27, 45, 62, 87, 97, 98, 99, 100, 102, 111, 112	0	—	18
Ghana *	19	8, 11, 15, 26, 45, 50, 58, 59, 64, 87, 98, 100, 106, 107, 108, 111, 117, 119, 120	0	—	19
Greece	20	1*, 3, 5, 7, 8, 9, 11, 13, 14, 15, 27, 45, 55, 58, 87*, 95, 98, 102, 105*, 108	0	—	20

REPORT OF THE COMMITTEE OF EXPERTS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Guatemala *	17	26, 30, 45, 58, 86, 87, 97, 98, 99, 100, 105, 106, 108, 110, 111, 112, 119	0	—	17
Republic of Guinea *	13	3, 5, 11, 13, 14, 26, 33, 45, 87, 98, 99, 100, 105	8	62, 94, 111, 112, 119, 120, 121, 122	21
Guyana	13	5, 7, 11, 15, 26, 45, 50, 64, 86, 87, 97, 98, 108	0	—	13
Haiti	13	1, 5, 24, 25, 29, 30, 42, 45, 81, 90, 98, 105, 107	4	14, 19, 100, 106	17
Honduras *	14	14, 29, 32, 45, 62, 78, 87, 95, 98, 100, 105, 106, 108, 111	0	—	14
Hungary *	20	3, 7, 13, 14, 15, 21, 26, 27, 41, 45, 48, 62, 87, 98, 100, 103, 111, 115, 123, 124	0	—	20
Iceland *	9	11, 15, 58, 87, 91, 98, 100, 102, 111	0	—	9
India	13	1, 5, 11, 14, 15, 21, 26, 27, 32, 45, 100*, 107, 111*	0	—	13
Indonesia	4	27, 45, 98, 100	0	—	4
Iran	3	106*, 108, 111	1	105	4
Iraq	14	1, 8, 13*, 14, 15, 26, 27, 30, 58, 59*, 98, 100, 106, 111	0	—	14
Ireland	20	5, 7, 8, 11, 14, 15, 20, 21, 26, 27, 28, 43, 45, 49, 68, 87*, 98*, 102*, 108, 122	0	—	20
Israel	12	1*, 5*, 14*, 20*, 30*, 87*, 97*, 98*, 102*, 106*, 111, 112*	5	9, 91, 100, 117, 118	17
Italy	31	3*, 7, 8, 9, 11*, 13*, 14*, 15, 26*, 27, 32, 35*, 36*, 37*, 38*, 39*, 40*, 45*, 58, 59, 60*, 68, 87*, 97*, 98*, 100*, 102*, 105*, 106*, 108, 111*	1	81	32
Ivory Coast	0	—	14	3, 5, 11, 13, 14, 26, 33, 45, 87, 98, 99, 100, 110, 111	14
Jamaica	12	8*, 11, 15, 50*, 58, 64*, 86*, 87, 97*, 98, 105, 117	4	7, 26, 81, 94	16

OBSERVATIONS CONCERNING RATIFIED CONVENTIONS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Japan	13	5, 7, 8, 9, 15, 21, 27, 45, 50, 58, 87, 98, 100	0	—	13
Jordan *	11	98, 100, 105, 111, 117, 118, 119, 120, 122, 123, 124	0	—	11
Kenya	12	5, 11*, 14, 15, 32*, 50, 58, 59, 64, 86, 97*, 98*	3	26, 45, 123	15
Khmer Republic	1	13	0	—	1
Kuwait	6	1, 29, 30, 87, 111, 119	1	106	7
Laos	0	—	1	13	1
Lebanon	0	—	4	14, 26, 45, 90	4
Lesotho	0	—	11	5, 11, 14, 19, 26, 29, 45, 64, 65, 87, 98	11
Liberia *	9	29, 53, 58, 87, 98, 110, 111, 112, 113	0	—	9
Libya	0	—	4	98, 100, 104, 111	4
Luxembourg	14	1, 5, 11, 13, 14, 20, 26*, 27, 28, 30*, 45, 59*, 60*, 102*	9	3, 7, 8, 9, 15, 21, 87, 98, 100	23
Malagasy Republic	14	5, 11, 13, 14, 26, 29, 33, 87, 100, 111, 119, 120, 122, 123	1	117	15
Malawi	12	11, 26, 45, 50, 64, 86, 97, 98, 99, 100, 107, 111	0	—	12
Malaysia *	4	50, 64, 98, 105	0	—	4
States of Malaya *	2	11, 45	0	—	2
State of Sabah *	3	15, 86, 97	0	—	3
State of Sarawak *	5	7, 11, 14, 15, 86	0	—	5
Republic of Mali *	11	5, 11, 13, 14, 26, 33, 52, 87, 98, 100, 111	0	—	11
Malta	13	5, 7, 8, 11, 15, 26, 32, 35, 36, 87, 98, 108, 111	0	—	13
Islamic Republic of Mauritania	13	11, 13, 14, 15, 26, 53, 58, 62, 84, 91, 111, 112, 118	5	3, 5, 33, 87, 102	18

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Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Mauritius	0	—	18	5, 7, 8, 11, 14, 15, 26, 32, 50, 58, 59, 64, 84, 86, 97, 98, 99, 108	18
Mexico	28	8, 9, 11, 13*, 14, 21, 26, 27, 30, 32, 43, 45, 49, 58, 62*, 87*, 99, 100, 102*, 106*, 107*, 108*, 110*, 111, 112, 120*, 123*, 124*	0	—	28
Morocco	10	11, 13, 14, 15, 26, 27, 45, 98, 99, 111	0	—	10
Netherlands	21	5, 8, 9, 11, 13, 14, 15, 21, 26, 27, 32, 33, 45, 58, 62, 68, 87, 97, 99, 112, 122	2	91, 102	23
New Zealand	21	1, 9, 11, 14, 15, 21, 26, 30, 32, 45, 47, 49, 50, 58, 59, 64, 84, 97, 99, 105, 122	0	—	21
Nicaragua	0	—	23	1, 3, 4, 5, 7, 8, 9, 11, 13, 14, 15, 17, 21, 25, 26, 27, 28, 29, 30, 87, 98, 100, 111	23
Niger	12	5, 11, 13, 14, 26, 33, 87, 98, 100, 102, 111, 119	0	—	12
Nigeria	13	8, 11, 15, 26, 32, 45, 50, 58, 59, 64, 87, 97, 98	0	—	13
Norway	30	5, 7, 8, 9*, 11*, 13, 14, 15, 21, 26, 27, 30, 32, 43, 49, 50*, 58, 59, 68, 87*, 91*, 97*, 98*, 100*, 102*, 111*, 112, 120, 122*, 128*	0	—	30
Pakistan *	14	1, 11, 14, 15, 21, 32, 45, 59, 87, 96, 98, 106, 107, 111	1	27	15
Panama	0	—	7	3, 30, 45, 87, 98, 100, 111	7
Paraguay	8	1*, 30*, 59*, 60*, 87*, 98*, 100*, 111	21	11, 14, 26, 29, 52, 77, 78, 79, 81, 89, 90, 95, 99, 101, 105, 106, 115, 119, 120, 123, 124	29

OBSERVATIONS CONCERNING RATIFIED CONVENTIONS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Peru	39	1, 9, 10, 11, 12, 14, 19, 20, 24, 25, 26, 35, 36, 37, 38, 39, 40, 44, 45, 55, 56, 58, 59, 67, 73, 77, 78, 81, 87, 88, 98, 99, 100, 102, 105, 107, 112, 113, 122	9	4, 8, 27, 32, 41, 62, 68, 69, 71	48
Philippines *	10	59, 87, 89, 90, 94, 98, 99, 100, 110, 111	0	—	10
Poland	27	5, 7*, 8*, 9*, 11, 13*, 14, 15*, 27*, 35*, 36*, 37*, 38*, 39*, 40*, 45, 62*, 68*, 87, 90, 91*, 92*, 98, 100, 112, 122*, 124*	3	48, 111, 120	30
Portugal *	14	1, 7, 14, 17, 18, 19, 26, 27, 45, 98, 106, 107, 108, 111	4	68, 81, 91, 100	18
Rumania *	13	1, 3, 5, 7, 8, 9, 11, 13, 14, 27, 87, 98, 100	1	15	14
Rwanda *	6	11, 14, 26, 50, 62, 64	0	—	6
Senegal *	2	111, 125	13	5, 11, 13, 14, 26, 33, 87, 98, 99, 100, 120, 122	15
Sierra Leone	19	5, 7, 8, 15, 26, 29, 32, 45, 50, 58, 59, 64, 86, 87, 98, 99, 100, 111, 119	2	125, 126	21
Singapore	0	—	11	5, 7, 8, 11, 15, 32, 45, 50, 64, 86, 98	11
Somali Republic	0	—	6	29, 65, 84, 85, 105, 111	6
Former Trust Territory of Somaliland	0	—	6	16, 17, 19, 22, 23, 45	6
Former British Somaliland	0	—	4	50, 64, 94, 95	4
Republic of South Africa ² .	0	—	7	2, 19, 26, 42, 45, 63, 89	7
Spain	25	1, 3, 5, 7, 8, 9, 11, 13, 14, 15, 20, 26, 27, 30, 32, 33, 45, 62, 97, 100, 103, 111, 112, 123, 126	0	—	25
Sudan *	4	2, 26, 29, 98	0	—	4

REPORT OF THE COMMITTEE OF EXPERTS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Sweden	21	7*, 8*, 9, 11, 13, 14, 15*, 20, 21*, 27, 32*, 58*, 87, 98, 100, 102*, 111, 119, 120, 122, 128*	0	—	21
Switzerland	13	5, 8, 11, 14, 15, 26, 27, 45, 58, 62, 111*, 120, 123	0	—	13
Syrian Arab Republic . . .	11	11*, 14*, 26*, 45*, 87, 98*, 99*, 100*, 107, 119*, 120	5	1, 30, 105, 106, 111	16
Tanzania *	9	11, 15, 26, 29, 50, 59, 64, 86, 98	0	—	9
Tanganyika *	3	32, 45, 108	0	—	3
Zanzibar	0	—	5	5, 7, 58, 85, 97	5
Thailand	0	—	2	14, 123	2
Togo	5	11, 13, 26, 33, 87	3	5, 14, 84	8
Trinidad and Tobago . . .	0	—	5	15, 50, 87, 97, 98	5
Tunisia	17	11, 13, 14, 26, 45, 62, 87, 88, 98, 99, 100, 106, 107, 108, 111, 122*, 123	3	4, 6, 112	20
Turkey	4	11*, 98*, 100*, 119	9	14, 15, 45, 58, 81, 94, 95, 111, 115	13
Uganda	10	5, 11, 26, 45, 50, 64, 86, 98*, 122*, 123	0	—	10
Ukraine	19	11, 14, 29, 45, 47, 52, 58, 59, 60, 87, 98, 100, 103*, 106*, 111, 112, 115*, 120*, 122*	1	15	20
USSR *	18	11, 14, 15, 23, 45, 47, 58, 59, 60, 87, 98, 100, 103, 106, 111, 112, 120, 122	0	—	18
United Arab Republic * . .	13	1, 11, 14, 19, 26, 29, 30, 45, 87, 100, 106, 107, 111	3	95, 98, 105	16
United Kingdom	28	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 42*, 45, 50*, 64*, 68, 84*, 86*, 87, 97, 98, 99, 102*, 108, 120, 122*	0	—	28
United States	1	58	0	—	1
Upper Volta	0	—	14	3, 5, 11, 13, 14, 17, 19, 26, 29, 33, 87, 97, 98, 111	14

OBSERVATIONS CONCERNING RATIFIED CONVENTIONS

Country	Reports received		Reports not received		Grand total
	Total	Convention Nos.	Total	Convention Nos.	
Uruguay *	27	1, 2, 8, 9, 11, 13, 14, 15, 20, 21, 26, 27, 30, 32, 43, 45, 58, 59, 60, 62, 67, 87, 97, 98, 99, 103, 105	4	17, 24, 25, 42	31
Venezuela	20	2, 3, 5, 6, 7, 11*, 13, 14, 19, 21, 22, 26, 27, 29, 41, 45, 81, 88, 98, 105	1	1	21
Viet-Nam *	13	5, 6, 13, 14, 26, 27, 29, 45, 52, 81, 89, 98, 111	0	—	13
People's Democratic Republic of Yemen	0	—	6	15, 58, 59, 64, 86, 98	6
Yugoslavia *	19	3, 5, 7, 9, 11, 13, 14, 15, 27, 45, 87, 91, 97, 98, 100, 103, 106, 111, 112	4	8, 22, 58, 102	23
Zambia *	9	5, 11, 26, 45, 50, 64, 86, 97, 123	0	—	9
<i>Other States</i>					
Botswana	12	5, 11, 14, 19, 26, 29, 45, 50, 63, 64, 86, 87	0	—	12
Nauru	1	27	0	—	1

* Reports received too late to be summarised in Report III (Part 1).

¹ The notice given by Albania of its withdrawal from the ILO expired on 5 August 1967, but this State continues to be bound by the Conventions which it has ratified (article 1, paragraph 5, of the Constitution).

² The notice given by the Republic of South Africa of its withdrawal from the ILO expired on 11 March 1966, but this State continues to be bound by the Conventions which it has ratified (article 1, paragraph 5, of the Constitution).

REPORT OF THE COMMITTEE OF EXPERTS

Appendix II. Statistical Table of Annual Reports on Ratified Conventions

(Article 22 of the Constitution)

Period	Reports requested	Reports received at the date requested		Reports received in time for the session of the Committee ¹		Reports received in time for the session of the Conference	
		Number	Percentage	Number	Percentage	Number	Percentage
1931-1932	447	—	—	406	90.8	423	94.6
1932-1933	522	—	—	435	83.3	453	86.7
1933-1934	601	—	—	508	84.5	544	90.5
1934-1935	630	—	—	584	92.7	620	98.4
1935-1936	662	—	—	577	87.2	604	91.2
1936-1937	702	—	—	580	82.6	634	90.3
1937-1938	748	—	—	616	82.4	635	84.9
1938-1939	766	—	—	588	76.8	— ²	—
1943-1944	583	—	—	251	43.1	314	53.9
1944-1945	725	—	—	351	48.4	523	72.2
1945-1946	731	—	—	370	50.6	578	79.1
1946-1947	763	—	—	581	76.1	666	87.3
1947-1948	799	—	—	521	65.2	648	81.1
1948-1949	806	134 ³	16.6	666	82.6	695	86.2
1949-1950	831	253	30.4	597	71.8	666	80.1
1950-1951	907	288	31.7	705	77.7	761	83.9
1951-1952	981	268	27.3	743	75.7	826	84.2
1952-1953	1 026	212	20.6	840	81.8	917	89.3
1953-1954	1 175	268	22.8	1 077	91.7	1 119	95.2
1954-1955	1 234	283	22.9	1 063	86.1	1 170	94.8
1955-1956	1 333	332	24.9	1 234	92.5	1 283	96.2
1956-1957	1 418	210	14.7	1 295	91.3	1 349	95.1
1957-1958	1 558	340	21.8	1 484	95.2	1 509	96.8
1958-1959	995 ⁴	200	20.4	864	86.8	902	90.6
1958-1960	1 100 ⁴	256	23.2	838	76.1	963	87.4
1959-1961	1 362 ⁴	243	18.1	1 090	80.0	1 142	83.8
1960-1962	1 309 ⁴	200	15.5	1 059	80.9	1 121	85.6
1961-1963	1 624 ⁴	280	17.2	1 314	80.9	1 430	88.0
1962-1964	1 495 ⁴	213	14.2	1 268	84.8	1 356	90.7
1963-1965	1 700 ⁴	282	16.6	1 444	84.9	1 527	89.8
1964-1966	1 562 ⁴	245	16.3	1 330	85.1	1 395	89.3
1965-1967	1 833 ⁴	323	17.4	1 551	84.5	1 643	89.6
1966-1968	1 647 ⁴	281	17.1	1 409	85.5	1 470	89.1
1967-1969	1 821 ⁴	249	13.4	1 501	82.4	1 601	87.9
1968-1970	1 898 ⁴	360	18.9	1 463	77.0	—	—

¹ The opening date of the session of the Committee of Experts has, in general, been the end of March or the beginning of April. In a number of cases, however, the session has opened on other dates, varying between 29 February in 1932 and 23 July in 1945; the date limit for the receipt of reports has accordingly varied.

² The Conference did not meet in 1940.

³ First year for which this figure is available.

⁴ As a result of a decision by the Governing Body, detailed reports were requested only on certain ratified Conventions.

II. Observations on the Application of Conventions in Non-Metropolitan Territories (Article 22 and Article 35, Paragraphs 6 and 8, of the Constitution)

A. GENERAL OBSERVATIONS

Denmark

In previous years the Committee had noted that the Government had experienced certain difficulties in providing reports on the application of Conventions in the Faroe Islands. The Government had however indicated that it was seeking to make appropriate administrative arrangements to overcome these difficulties. The Committee is therefore pleased to note that this year all the reports due in respect of the Faroe Islands have been furnished.

In the light of the information supplied, the Government may wish to consider the possibility of making declarations of application for the Faroe Islands in respect of Conventions Nos. 58 and 112.

Netherlands

The Committee regrets that none of the reports due in respect of the Netherlands Antilles has been received. It hopes that the reports in question will be available for examination at its next session.

United Kingdom

The Committee notes that no reports have been received in respect of the application of Conventions in Southern Rhodesia, and that accordingly no information is available in answer to the observations previously made with respect to this territory concerning Conventions Nos. 81, 82, 84, 86 and 105. In these circumstances, the Committee can only refer to its previous observations.

The Committee also regrets that none of the reports due in respect of the Bahamas, Brunei, Dominica and St. Vincent has been received. It hopes that the reports in question will be available for examination at its next session.

B. INDIVIDUAL OBSERVATIONS

Convention No. 2: Unemployment, 1919

A request regarding certain points is being addressed directly to the *Netherlands* (Surinam).

Convention No. 3: Maternity Protection, 1919

Requests regarding certain points are being addressed directly to *France* (French Territory of the Afars and the Issas, St. Pierre and Miquelon).

Convention No. 5: Minimum Age (Industry), 1919*Denmark**Faroe Islands.*

The Committee notes from the Government's reply to its previous observations that, although the requirements of the Convention seem to be complied with in practice, special technical difficulties prevent the enactment of the formally required legislation.

Recalling its previous observations concerning the need for legislative measures to prohibit the employment of children in industrial undertakings, as required by Convention No. 5, and to prohibit night work by young persons, as required by Convention No. 6, the Committee trusts that it will be possible to overcome the above-mentioned technical difficulties and once again requests the Government to take the necessary legislative measures with a view to ensuring the application of these Conventions in the very near future.¹

*United Kingdom**Hong Kong.*

The Committee has been pointing out in direct requests since 1963 that the provisions of section 2, subsection 2 (a), of the Factories and Industrial Undertakings Ordinance, No. 34 of 1955, which excludes from its scope "undertakings . . . not carried on by way of trade or for purposes of gain", are not in conformity with the Convention. It has also noted that on several occasions the Government has stated its intention of amending these provisions so that only the technical schools are excluded from the scope of the Ordinance.

The Committee trusts that the necessary amendments will shortly be made to the legislation, and asks the Government to transmit all relevant information in this connection.

* * *

In addition, a request regarding certain points is being addressed directly to the *United Kingdom* (Bahamas).

Information supplied by *France* (Comoro Islands, French Territory of the Afars and the Issas) and *United Kingdom* (Isle of Man) in answer to direct requests has been noted by the Committee.

Convention No. 6: Night Work of Young Persons (Industry), 1919*Denmark**Faroe Islands.*

See under Convention No. 5.

Convention No. 7: Minimum Age (Sea), 1920*United Kingdom**Gilbert and Ellice Islands.*

Further to its previous requests and observations, the Committee notes with satisfaction the Law Revision (Miscellaneous Amendments) (No. 2) Ordinance,

¹ The Government is requested to supply full particulars to the Conference at its 56th Session and to report in detail for the period ending 30 June 1971.

1969, repealing the proviso to section 83 (1) of the Employment Ordinance, 1965, which permitted the exclusion of certain vessels from the definition of "ship" (Article 1 of the Convention).

* * *

In addition, requests regarding certain points are being addressed directly to the *United Kingdom* (Bahamas, St. Vincent).

Convention No. 8: Unemployment Indemnity (Shipwreck), 1920

Denmark

Faroe Islands.

Further to its previous direct requests, the Committee has taken note with satisfaction of the Faroese Seamen's Act of 3 November 1967, the text of which has been communicated by the Government and which gives effect to the principal provisions of the Convention.

* * *

In addition, a request regarding certain points is being addressed directly to *Denmark* (Faroe Islands).

Convention No. 10: Minimum Age (Agriculture), 1921

United Kingdom

Jersey.

The Committee notes with satisfaction, further to its previous comments, the adoption of the Children (Jersey) Law, 1969, section 3 of which empowers the Education Committee to ensure that no child under the age of 16 years shall be employed in such a manner as to be prejudicial to his health or education, in conformity with Article 1 of the Convention.

Convention No. 11: Right of Association (Agriculture), 1921

A request regarding certain points is being addressed directly to the *United Kingdom* (St. Christopher-Nevis-Anguilla).

Convention No. 13: White Lead (Painting), 1921

Netherlands

Surinam.

The Committee notes with satisfaction that the provisions of sections 4 (a), 7 and 8 of Order No. 159 of 29 January 1969 (GB 1969 No. 30), amending and supplementing Safety Regulations No. 4 (GB 1949 No. 128) with effect from 31 December 1968, secure compliance with those provisions of the Convention (Articles 1, 3 and 5) which had formed the subject of previous observations on its part.

A direct request for certain additional information is being addressed to the Government.

* * *

In addition, a request regarding certain points is being addressed directly to the *Netherlands* (Surinam).

Convention No. 14: Weekly Rest (Industry), 1921

Requests regarding certain points are being addressed directly to the *Netherlands* (Netherlands Antilles, Surinam).

Convention No. 16: Medical Examination of Young Persons (Sea), 1921

Denmark

Greenland.

Further to its previous observation, the Committee notes from the Government's report that in August 1969, the number of persons to whom maritime passports had been delivered stood at 1,334; this figure presumably includes a sizeable number of young persons in maritime employment. On the other hand, according to information communicated by the Government to the Conference Committee in 1970, the substance and principles of the Convention are implemented in practice in Greenland.

The Committee therefore trusts that the consultations taking place between the Danish Government and the local authorities will shortly result in the adoption of provisions which will bring the legislation into conformity with the Convention and the practice. The adoption of legislation providing for the medical examination of young persons in the cases covered by the Convention (on initial employment on board ship, and subsequently at least once a year) appears to be essential in the light of the figures supplied by the Government.

* * *

In addition, a request regarding certain points is being addressed directly to *Denmark* (Faroe Islands).

Convention No. 17: Workmen's Compensation (Accidents), 1925

Netherlands

Surinam.

Further to its previous observations and requests, the Committee notes the new draft governmental Order appended to the Government's report for 1967-69 (received too late to be examined in 1970); it notes with interest that some of the proposed amendments to section 6 of Decree No. 145 of 1947 concerning occupational accidents and diseases (Accident Regulations) would have the effect of providing for the payment of additional compensation for persons injured in occupational accidents who require the help of another person (*Article 7 of the Convention*), as well as for the renewal of artificial limbs and surgical appliances (*Article 10*).

The Committee trusts that this draft Order will be adopted in the very near future and that the next report will give particulars of the progress made in this respect.

Convention No. 18: Workmen's Compensation (Occupational Diseases), 1925

A request regarding certain points is being addressed directly to *Denmark* (Faroe Islands).

Convention No. 19: Equality of Treatment (Accident Compensation), 1925

Netherlands

Surinam.

Further to its previous observations, the Committee notes that the draft Order on workmen's compensation, which would guarantee equality of treatment to workers, regardless of their nationality, has been reconsidered. While regretting this delay, the Committee trusts that the Government will take all the measures required to secure the adoption of the Bill, to which it has been referring since 1964, and that it will indicate in its next report the progress made in this regard (see also the direct request concerning Convention No. 118).

Convention No. 22: Seamen's Articles of Agreement, 1926

A request regarding certain points is being addressed directly to the *United Kingdom* (Bahamas).

Convention No. 24: Sickness Insurance (Industry), 1927

A request regarding certain points is being addressed directly to the *United Kingdom* (Jersey).

Convention No. 25: Sickness Insurance (Agriculture), 1927

A request regarding certain points is being addressed directly to the *United Kingdom* (Jersey).

Convention No. 26: Minimum Wage-Fixing Machinery, 1928

Requests regarding certain points are being addressed directly to the *United Kingdom* (Guernsey, Jersey, Isle of Man, Solomon Islands).

Convention No. 27: Marking of Weight (Packages Transported by Vessels), 1929

A request regarding certain points is being addressed directly to the *Netherlands* (Surinam).

Convention No. 29: Forced Labour, 1930

Requests regarding certain points are being addressed directly to the following States: *Netherlands* (Surinam), *United Kingdom* (Jersey).

Convention No. 33: Minimum Age (Non-Industrial Employment), 1932*Netherlands**Netherlands Antilles.*

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

The Committee notes with interest from the Government's reply to its observation in 1967 that its comments will be taken into account during the revision of the labour regulations which is at present being carried out. It hopes that, as part of the revision, the decree which is to define the dangerous activities prohibited to persons under 18 years of age in accordance with section 17 (1) of the Ordinance of 22 August 1952 can be adopted so as to give full effect to Article 5 of the Convention, and that the next report will indicate the progress made in this respect.

Convention No. 42: Workmen's Compensation (Occupational Diseases) (Revised), 1934*Netherlands**Surinam.*

Further to its previous comments, the Committee has noted the draft Order referred to by the Government in its report for 1967/69 (received too late to be examined in 1970), and notes with interest that the new section 25 of Decree No. 145 of 1947 concerning occupational injuries establishes a list of occupational diseases comprising most of the diseases listed in Article 2 of the Convention, together with the operations liable to give rise to them.

The Committee hopes that this draft, to which the Government has been referring ever since 1956, will be adopted in the very near future, and that due account will also be taken in it of the points referred to in a separate request addressed directly to the Government.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Netherlands* (Surinam), *United Kingdom* (Bahamas, Guernsey, St. Lucia).

Convention No. 50: Recruiting of Indigenous Workers, 1936

A request regarding certain points is being addressed directly to the *United Kingdom* (Hong Kong).

Convention No. 58: Minimum Age (Sea) (Revised), 1936*Netherlands**Netherlands Antilles.*

The Committee notes with regret that the Government's report has not been received. The Committee is bound, therefore, to repeat its previous observation, which was as follows:

Following previous observations, the Government had stated that, under the legislation relating to the engagement of seafarers, persons under 16 years of age would not be permitted to be engaged

for employment at sea. The Committee notes that the National Mariners Engagement Decree (PB 1960, No. 201)—a copy of which the Government has now supplied—provides for administrative supervision of the engagement of seamen, but does not lay down any minimum age for such employment.

The Committee accordingly hopes that measures will be taken to give effect to the Convention by express legislative provisions.

Convention No. 62: Safety Provisions (Building), 1937

Netherlands

Surinam.

In previous observations the Committee has drawn attention to the need for measures to ensure the full application of a number of provisions of the Convention. It notes from the Government's report for 1968-70 that the Safety Ordinance of 1962 does not yet appear to have been made operative. It also notes the statement in the report that work is in progress on special safety regulations for the building industry.

The Committee trusts that the necessary legislative measures will be taken in the near future and that they will give full effect to those provisions of the Convention which have been the subject of previous comments.¹

Convention No. 63: Statistics of Wages and Hours of Work, 1938

A request regarding certain points is being addressed directly to the *United Kingdom* (St. Lucia).

Convention No. 64: Contracts of Employment (Indigenous Workers), 1939

A request regarding certain points is being addressed directly to the *United Kingdom* (Seychelles).

Convention No. 69: Certification of Ships' Cooks, 1946

Netherlands

Netherlands Antilles.

The Committee regrets that no report has been received on this Convention. It notes however the statement made by a Government representative to the Conference Committee in 1970 that although the Government faces difficulties of a practical nature, it is giving attention to the implementation of the Convention. The Committee therefore trusts that the Government will soon take steps to issue the necessary regulations, which have been under consideration since 1958, so as to give effect to the requirements of the Convention.

Convention No. 81: Labour Inspection, 1947

Netherlands

Surinam.

See paragraph 49 of the General Report.

¹ The Government is requested to supply full information to the 56th Session of the Conference and to report in detail for the period ending 30 June 1971.

*United Kingdom**Southern Rhodesia.*

See General Observations, section II A above.

* * *

In addition, requests regarding certain points are being addressed directly to the *United Kingdom* (Guernsey, Jersey, Isle of Man and St. Vincent).

Convention No. 82: Social Policy (Non-Metropolitan Territories), 1947*United Kingdom**Southern Rhodesia.*

See General Observations in section II A above.

* * *

In addition, requests regarding certain points are being addressed directly to the *United Kingdom* (Bermuda, Gilbert and Ellice Islands).

Convention No. 84: Right of Association (Non-Metropolitan Territories), 1947*United Kingdom**Southern Rhodesia.*

See General Observations in section II A above.

* * *

In addition, requests regarding certain points are being addressed directly to the *United Kingdom* (Bahamas, Brunei, Hong Kong).

Convention No. 85: Labour Inspectorates (Non-Metropolitan Territories), 1947*United Kingdom**Montserrat.*

The Committee notes from the Government's reply to its observation of 1969 that the situation in the territory does not warrant the immediate introduction of further legislation in order to give full effect to the Convention, as had been contemplated according to the report for 1965-67.

As the Committee has been drawing the Government's attention ever since 1960 to the need to adopt supplementary legislation granting the Labour Commissioner all the powers provided for in Article 4 of the Convention and imposing the requirements laid down in Article 5 of the Convention, it trusts that the necessary measures—to which it refers in a new direct request—will be taken very soon and that the next report will indicate the progress made towards this end.

St. Lucia.

Article 4 of the Convention. The Committee notes from the Government's reply to its observation of 1969 that the Labour Bill which is to contain provisions conferring on labour inspectors the power to enforce the posting of notices required by

the legal provisions, and of interrogating the employer or the staff, in conformity with Article 4 of the Convention, has not yet been adopted.

Since this Bill has now been in preparation for more than ten years, the Committee trusts that the Government will take all the necessary steps to ensure that it is adopted very soon, and that it will transmit a copy of it with its next report.

* * *

In addition, requests regarding certain points are being addressed directly to the *United Kingdom* (Montserrat and St. Christopher-Nevis-Anguilla).

Convention No. 86: Contracts of Employment (Indigenous Workers), 1947

United Kingdom

Southern Rhodesia.

See General Observations in section II A above.

Convention No. 87: Freedom of Association and Protection of the Right to Organise, 1948

Requests regarding certain points are being addressed directly to the *United Kingdom* (Bahamas, British Virgin Islands, Hong Kong, St. Vincent).

Information supplied by the *United Kingdom* (Antigua, Gilbert and Ellice Islands, Grenada) in answer to a direct request was noted by the Committee.

Convention No. 88: Employment Service, 1948

Netherlands

Surinam.

Articles 4 and 5 of the Convention. The Committee notes the information supplied in the Government's report for 1967-69 (received too late to be examined in 1970), concerning the Labour Committee and proposals for the establishment of further committees. It recalls that Article 4 of the Convention requires that suitable arrangements shall be made through advisory committees for the co-operation of representatives of employers and workers in the organisation and operation of the employment service and in the development of its policy, and that Article 5 requires that these committees shall be consulted in developing the general policy of the employment service in regard to the referral of workers to available employment. Such co-operation and consultation may take place through committees which also fulfil other functions in the labour field if that is the most suitable arrangement in the national conditions. The Committee accordingly hopes that in its next report the Government will be able to indicate the arrangements that have been made in this respect, either through the existing Labour Committee (provided that its members include equal numbers of employers and workers appointed after consultation with their representative organisations) or through the establishment of one or more new committees appointed in accordance with Article 4, paragraph 3.

Article 6. The Committee notes the progress made in the application of this Article of the Convention and requests the Government to supply in future reports information on any further measures taken to give fuller effect to its terms.

The Committee would further be glad if the Government would indicate in its next report whether there are in operation any employment offices in addition to the central placement body referred to in the report.

* * *

In addition, a request regarding certain points is being addressed directly to the *United Kingdom* (Bahamas).

Convention No. 91: Paid Vacations (Seafarers) (Revised), 1949

A request regarding certain points is being addressed directly to: *France* (Overseas Departments: French Guiana, Guadeloupe, Martinique, Réunion).

Convention No. 94: Labour Clauses (Public Contracts), 1949

United Kingdom

British Virgin Islands.

The Committee notes from the Government's reply to its previous direct requests and observations that the circular (attached to the Government's report for 1959-61) concerning labour clauses in government contracts is no longer in force and that the adoption of legal provisions giving effect to the Convention have been deferred.

The Committee must therefore reiterate the hope that the Government will take early steps to ensure the application of this Convention, which was declared applicable without modification to the British Virgin Islands in 1958.

Solomon Islands.

The Committee recalls the comments it has been making since 1959, and notes with satisfaction that the Labour (Fair Wages Clauses in Public Contracts) Rules, 1968, have been issued with a view to giving effect to the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Netherlands* (Surinam), *United Kingdom* (Bahamas, Dominica, Grenada, Solomon Islands).

Convention No. 95: Protection of Wages, 1949

Netherlands

Surinam.

Article 2 of the Convention. The Committee has taken note of the efforts made to bring into force the remaining provisions of the National Ordinance of 31 December 1962 (including Article 15, paragraph 3, and Article 28, paragraph 3). It has also taken note of the existence of a Draft Recommendation to amend certain provisions of the Civil Code (Title VII A). The Committee hopes that the Government will not fail to indicate in its next report the progress made in this respect, so as to ensure the application of the Convention to manual workers in state service and to public servants.

Article 4, paragraph 2 (b). The Committee has noted that draft provisions relating to the power to confer binding force on the provisions of collective agreements and to general conditions of employment are at present under study. It hopes that the measures in question will be adopted shortly and will be such as to ensure that the value attributed to wages in kind is fair and reasonable.

Article 15 (d). The Committee notes that no measures have yet been taken to provide for the maintenance of records, but that this question is under study. The Committee hopes that the next report will contain information on the progress made in this respect.

* * *

In addition, requests regarding certain points are being addressed directly to the *United Kingdom* (Bahamas, Jersey, Montserrat, St. Lucia).

Information supplied by the *United Kingdom* (Dominica) in answer to a direct request has been noted by the Committee.

Convention No. 97: Migration for Employment (Revised), 1949

Information supplied by the *United Kingdom* (British Honduras) in answer to a direct request has been noted by the Committee.

Convention No. 98: Right to Organise and Collective Bargaining, 1949

Requests regarding certain points are being addressed directly to the *United Kingdom* (Dominica, Gilbert and Ellice Islands).

Information supplied by *Denmark* (Faroe Islands), and the *United Kingdom* (Antigua), in answer to direct requests has been noted by the Committee.

Convention No. 99: Minimum Wage Fixing Machinery (Agriculture), 1951

France

Overseas Departments (Guadeloupe, Guyana, Martinique and Réunion).

For a number of years the Committee has been pointing out that Article 3, paragraph 3, of the Convention is not fully applied in the Overseas Departments, since employers and workers in these departments are not consulted and do not participate in the working of the minimum wage fixing machinery. The Committee notes from the statement of a Government representative to the Conference Committee in 1969 that after the adoption of Decrees Nos. 69-19 and 69-20 of 8 January 1969, there would no longer exist any dispute as to the application of the Convention.

The Committee notes that section 1 of the aforesaid Decrees fixes the weekly minimum wage rate "for a certain number of jobs, as defined in the agricultural occupations by an Order of the Minister for Overseas Departments, made on the proposal of the Prefect, after consulting the occupational organisations of employers and wage-earners concerned". According to the Government's latest reports, the Orders provided for in this section have not been issued. Moreover, the minimum wage has been raised several times and is currently fixed by Decrees Nos. 71-99 and 71-100 of 2 February 1971, section 1 of which is worded in identical terms to section 1 of the aforementioned Decrees Nos. 69-19 and 69-20.

It would appear that the consultations provided for in this provision do not give full effect to Article 3, paragraph 3, of the Convention, as they do not relate to the minimum wage rate in agriculture. This rate has been fixed by the aforesaid Decrees without previous consultation of the employers and workers concerned, and according to the Government's reports for Guadeloupe and Réunion, certain local workers' organisations are requesting its alignment with the rate for the industrial and commercial sectors, as in metropolitan France.

The Committee notes in addition that Act No. 70-7 of 2 January 1970 revising the guaranteed minimum wage and establishing a minimum growth wage has not brought about any substantial change in the minimum wage-fixing machinery, and that as regards the Overseas Departments, the minimum wage continues to be fixed without prior consultation of employers and workers in these departments, despite the fact that variations in that wage, although linked to variations in the minimum metropolitan wage, may differ from the latter. In this respect, it notes the statement in the Government's report for Réunion concerning Convention No. 26 (not applicable to the Overseas Departments) that there is no consultation of employers' and wage earners' organisations at departmental level in respect of minimum wage fixing.

In these circumstances, the Committee trusts that the Government will shortly take the necessary action to ensure that the employers and workers concerned are consulted regarding the fixing of minimum wages, thereby ensuring compliance with Article 3, paragraphs 2 and 3, of the Convention.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *New Zealand* (Cook Islands), *United Kingdom* (Jersey, Isle of Man, Seychelles).

Convention No. 100: Equal Remuneration, 1951

Requests regarding certain points are being addressed directly to *France* (Overseas Departments: Guadeloupe, Guyana, Martinique, Réunion).

Convention No. 101: Holidays with Pay (Agriculture), 1952

A request regarding certain points is being addressed directly to the *United Kingdom* (St. Christopher-Nevis-Anguilla).

Convention No. 105: Abolition of Forced Labour, 1957

United Kingdom

Southern Rhodesia.

See General Observations in section II A above.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Denmark* (Faroe Islands), *Netherlands* (Netherlands Antilles, Surinam), *New Zealand* (Niue), *United Kingdom* (Antigua, Bahamas, St. Christopher-Nevis-Anguilla).

Convention No. 106: Weekly Rest (Commerce and Offices), 1957

Denmark

Faroe Islands.

The Committee notes with regret that the Government's report for 1969-70 does not contain the information asked for in previous direct requests with regard to the following points:

Article 2 of the Convention. The measures which ensure weekly rest for civil servants not paid by the month (apparently excluded from the collective agreement of 27 October 1961).

Article 7. The permanent exceptions which may be authorised under this Article and the measures which provide for compensatory rest.

Article 8. The provisions which ensure compensatory rest to workers exceptionally employed on the day of weekly rest in virtue of the collective agreements of 4 August and 27 October 1961.

The Committee trusts that the Government will supply the information in question in its next report.

* * *

In addition, a request regarding certain points is being addressed directly to *Denmark* (Greenland).

Convention No. 108: Seafarers' Identity Documents, 1958

Requests regarding certain points are being addressed directly to the *United Kingdom* (Antigua, Bermuda, Brunei, Dominica, Gibraltar, Gilbert and Ellice Islands, Grenada, Hong Kong, Jersey, Solomon Islands).

Information supplied by the *United Kingdom* (British Honduras, Guernsey, Isle of Man) in answer to direct requests has been noted by the Committee.

Convention No. 112: Minimum Age (Fishermen), 1959

In addition, a request regarding certain points is being addressed directly to the *Netherlands* (Surinam).

Convention No. 115: Radiation Protection, 1960

Information supplied by the *United Kingdom* (Guernsey) in answer to a direct request has been noted by the Committee.

Convention No. 118: Equality of Treatment (Social Security), 1962

A request regarding certain points is being addressed directly to the *Netherlands* (Surinam).

Convention No. 122: Employment Policy, 1964

Requests regarding certain points are being addressed directly to the following States: *Netherlands* (Netherlands Antilles), *United Kingdom* (Isle of Man).

**Appendix. Detailed Reports Received and Detailed Reports Not Received
by 26 March 1971**

(Non-Metropolitan Territories)

Reports received: 972. Reports not received: 215. Total: 1,187

The numbers of Conventions in respect of which declarations of application without modifications or declarations of application with modifications had been registered by 1 January 1970 are in *italic type*.

The territories enumerated below are listed without prejudice to any questions of a political character, regarding which the Committee is not competent to express an opinion.

(Articles 22 and 35 of the Constitution)

Countries and territories	Reports received		Reports not received		Population ¹ (thousands)
	Total	Conventions Nos.	Total	Conventions Nos.	
Australia	27		0		
New Guinea	9	7, 8, 9, 11, 15, 21, 26, 27, 45	0	—	1 695
Norfolk Island	9	7, 8, 9, 11, 15, 21, 26, 27, 45	0	—	1
Papua	9	7, 8, 9, 11, 15, 21, 26, 27, 45	0	—	620
Denmark	32		0		
Faroe Islands *	16	5, 7, 8, 9, 11, 14, 15, 21, 58, 87, 98, 100, 102, 106, 111, 112	0	—	38
Greenland *	16	5, 7, 8, 9, 11, 14, 15, 21, 58, 87, 98, 100, 102, 106, 111, 112	0	—	47
France	280		0		
Overseas Departments :					
French Guiana	31	3*, 5, 8, 9, 11, 13, 14, 15, 26*, 27*, 32*, 33, 35*, 36*, 37*, 38*, 43, 45, 49, 58, 62, 68, 84*, 87, 91, 97*, 98, 99*, 100, 108, 112	0	—	40
Guadeloupe	31	3*, 5, 8, 9, 11, 13, 14, 15, 26*, 27*, 32*, 33, 35*, 36*, 37*, 38*, 43, 45, 49, 58, 62, 68, 84*, 87, 91, 97*, 98, 99*, 100, 108, 112	0	—	323

For footnotes see end of table, p. 217.

NON-METROPOLITAN TERRITORIES

Countries and territories	Reports received		Reports not received		Popula- tion ¹ (thou- sands)
	Total	Conventions Nos.	Total	Conventions Nos.	
Martinique	31	3*, 5, 8, 9, 11, 13, 14, 15, 26*, 27*, 32*, 33, 35*, 36*, 37*, 38*, 43, 45, 49, 58, 62, 68, 84*, 87, 91, 97*, 98, 99*, 100, 108, 112	0	—	332
Réunion	31	3*, 5, 8, 9, 11, 13, 14, 15, 26*, 27*, 32*, 33, 35*, 36*, 37*, 38*, 43, 45, 49, 58, 62, 68, 84*, 87, 91, 97*, 98, 99*, 100, 108, 112	0	—	436
<i>Overseas Territories:</i>					
Comoro Islands* . . .	31	3, 5, 8, 9, 11, 13, 14, 15, 26, 27, 32, 33, 35, 36, 37, 38, 43, 45, 49, 58, 62, 68, 84, 87, 91, 97, 98, 99, 100, 108, 112	0	—	270
French Polynesia* . .	31	3, 5, 8, 9, 11, 13, 14, 15, 26, 27, 32, 33, 35, 36, 37, 38, 43, 45, 49, 58, 62, 68, 84, 87, 91, 97, 98, 99, 100, 108, 112	0	—	103
French Territory of the Afars and the Issas *	31	3, 5, 8, 9, 11, 13, 14, 15, 26, 27, 32, 33, 35, 36, 37, 38, 43, 45, 49, 58, 62, 68, 84, 87, 91, 97, 98, 99, 100, 108, 112	0	—	81
New Caledonia * . . .	31	3, 5, 8, 9, 11, 13, 14, 15, 26, 27, 32, 33, 35, 36, 37, 38, 43, 45, 49, 58, 62, 68, 84, 87, 91, 97, 98, 99, 100, 108, 112	0	—	98
St. Pierre and Miquelon *	32	3, 5, 8, 9, 11, 13, 14, 15, 17, 26, 27, 32, 33, 35, 36, 37, 38, 43, 45, 49, 58, 62, 68, 84, 87, 91, 97, 98, 99, 100, 108, 112	0	—	5
Netherlands	28		26		
Netherlands Antilles . .	0	—	25	5, 8, 9, 11, 13, 14, 15, 21, 26, 27, 32, 33, 45, 58, 62, 68, 69, 87, 91, 97, 99, 102, 105, 112, 122	218

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Countries and territories	Reports received		Reports not received		Population ¹ (thousands)
	Total	Conventions Nos.	Total	Conventions Nos.	
Surinam	28	5*, 8*, 9*, 11, 13, 14*, 15*, 19*, 26*, 27, 29, 32*, 33*, 45*, 58*, 62*, 68*, 81*, 87*, 91*, 94*, 95*, 96*, 97*, 99*, 102*, 112*, 122*	1	21	389
New Zealand	79		0		
Cook Islands *	37	1, 2, 9, 10, 11, 12, 14, 15, 16, 17, 21, 22, 26, 30, 32, 42, 44, 45, 47, 49, 50, 52, 53, 58, 59, 63, 64, 74, 81, 84, 88, 89, 97, 99, 101, 105, 122	0	—	20
Niue	21	1, 9, 11, 14, 15, 21, 26, 30, 32, 45, 47, 49, 50, 58, 59, 64, 84, 97, 99, 105, 122	0	—	5
Tokelau Islands	21	1, 9, 11, 14, 15, 21, 26, 30, 32, 45, 47, 49, 50, 58, 59, 64, 84, 97, 99, 105, 122	0	—	2
United Kingdom	521		189		
Antigua *	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 102, 105, 108, 120, 122	1	99	63
Bahamas	0	—	29	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 82, 84, 86, 87, 88, 97, 98, 99, 102, 108, 120, 122	195
Bermuda	26	5, 7, 8, 11, 15, 26, 32, 35*, 36*, 37, 38, 39*, 40*, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 120, 122*	1	108	52
British Honduras	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108*, 120, 122	0	—	120
British Virgin Islands . .	27	5*, 7, 8*, 11, 15, 26*, 32, 35, 36*, 37, 38, 39, 40, 45*, 50, 64, 68, 84, 86, 87*, 97, 98, 99, 102, 108*, 120*, 122	0	—	9

NON-METROPOLITAN TERRITORIES

Countries and territories	Reports received		Reports not received		Population ¹ (thou- sands)
	Total	Conventions Nos.	Total	Conventions Nos.	
Brunei	0	—	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	116
Dominica	0	—	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	74
Falkland Islands (Malvinas)*	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	2
Gibraltar	26	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 120, 122	1	108	27
Gilbert and Ellice Islands*	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	54
Grenada *	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 94, 97, 98, 99, 102, 120, 122	1	108	105
Guernsey *	30	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 65, 68, 82, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122, 124	0	—	49
Hong Kong *	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	3 990
Jersey *	46	2, 5, 7, 8, 10, 11, 12, 15, 16, 17, 19, 22, 24, 25, 26, 29, 32, 35, 36, 37, 38, 39, 40, 42, 44, 45, 56, 63, 65, 68, 69, 74, 81, 87, 88, 92, 94, 95, 97, 98, 99, 101, 102, 105, 108, 115	8	50, 64, 82, 84, 86, 120, 122, 124	68

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Countries and territories	Reports received		Reports not received		Population ¹ (thousands)
	Total	Conventions Nos.	Total	Conventions Nos.	
Isle of Man *	23	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 68, 87, 97, 98, 99, 102, 108, 120, 122	4	50, 64, 84, 86	50
Montserrat *	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	15
St. Christopher, Nevis and Anguilla *	50	2, 5, 7, 8, 10, 11, 12, 15, 16, 17, 19, 22, 24, 25, 26, 29, 32, 35, 36, 37, 38, 39, 40, 42, 44, 45, 50, 56, 63, 64, 65, 68, 69, 74, 81, 82, 84, 87, 88, 92, 94, 95, 97, 98, 99, 102, 105, 108, 115, 124	5	85, 86, 101, 120, 122	56
St. Helena	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	5
St. Lucia	23	5, 7, 8, 11, 15, 32, 35, 36, 37, 38, 45, 50, 68, 84, 86, 87, 97, 98, 99, 102, 108*, 120, 122	4	26, 39, 40, 64	110
St. Vincent	0	—	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	95
Seychelles	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	51
Solomon Islands * . . .	27	5, 7, 8, 11, 15, 26, 32, 35, 36, 37, 38, 39, 40, 45, 50, 64, 68, 84, 86, 87, 97, 98, 99, 102, 108, 120, 122	0	—	150
Southern Rhodesia ² . .	0	—	54	2, 5, 7, 8, 10, 11, 12, 15, 16, 17, 19, 22, 24, 25, 26, 29, 32, 35, 36, 37, 38, 39, 40, 42, 44, 45, 50, 56, 63, 64, 65, 68, 69, 74, 81, 82, 84, 86, 87, 88, 92, 94, 95, 97, 98, 99, 101, 102, 105, 108, 115, 120, 122, 124	5 090

REPORT OF THE COMMITTEE OF EXPERTS

Countries and territories	Reports received		Reports not received		Popula- tion ¹ (thou- sands)
	Total	Conventions Nos.	Total	Conventions Nos.	
United States	5		0		
American Samoa	1	58	0	—	32
Guam	1	58	0	—	102
Puerto Rico	1	58	0	—	2 754
Trust Territory of Pacific Islands	1	58	0	—	98
Virgin Islands	1	58	0	—	60

* Reports received too late to be summarised in Report III (Part 1).

¹ Source: United Nations: *Demographic Year Book*, 1969.

¹ Territory having no seaboard.

III. Observations concerning the Submission to the Competent Authorities of the Conventions and Recommendations Adopted by the International Labour Conference (Article 19 of the Constitution)

Afghanistan

Further to its observation of 1970 and to the statement of a Government representative to the Conference Committee in 1969 that the Government would very shortly examine the instruments adopted from the 46th to the 51st Sessions of the Conference with a view to their submission to the competent authorities, the Committee notes with regret that no additional information has yet been received on this subject. It trusts that the Government will very shortly be able to take the necessary measures to submit to the competent authorities the instruments adopted from the 46th to the 53rd Sessions of the Conference, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Algeria

Further to its previous observation, the Committee again requests the Government to supply soon, in connection with the instruments adopted from the 47th to the 51st Sessions of the Conference which have already been submitted to the Revolutionary Council, the information and documents called for in the Memorandum adopted by the Governing Body (points I, II and III of the questionnaire). The Committee hopes that the Government will also indicate whether the instruments adopted at the 52nd and 53rd Sessions of the Conference have been submitted to the competent authorities, and that it will also supply the aforesaid information and documents in this connection.

Barbados

The Committee notes with regret that the Government has failed to reply to its previous requests of 1969 and 1970. It hopes that the Government will be able shortly to indicate whether the instruments adopted at the 51st, 52nd and 53rd Sessions of the Conference have been submitted to the competent authorities, in accordance with article 19, paragraphs 5 (*b*) and 6 (*b*), of the Constitution of the ILO, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body (points II and III of the questionnaire).

Bolivia

The Committee notes with regret that the Government failed to give any information in reply to its previous observation. Recalling that the Government had indicated to the Conference Committee in 1969 that of the Conventions and Recommendations adopted at the 31st to the 51st Sessions of the Conference, 31 Conventions and

10 Recommendations had been submitted to the National Congress in January 1969, the Committee again requests the Government to specify which are the instruments in question and to communicate the relevant information and documents requested in the Memorandum adopted by the Governing Body (points II (c) and III of the questionnaire).

The Committee also hopes that the Government will shortly be able to indicate that all the instruments which appear in the last column of the table of Appendix I to the present section have been submitted to Congress and that it will supply in this connection the above-mentioned information and documents.

Brazil

Further to its previous comments, the Committee notes with satisfaction from the information supplied by the Government that the President of the Republic has recently approved an opinion of the General Legal Adviser of the President on this subject, and that in future all Recommendations will be sent to the National Congress, together with the authorised opinions of the competent organs of the executive authority. It also notes that Recommendations Nos. 133 and 134 have been submitted to Congress. The Committee hopes that the Government will be in a position to indicate shortly that all the instruments adopted since the 46th Session which had not yet been submitted to the competent authorities have been submitted to the National Congress, and that it will supply, in this connection, the information and documents called for in the Memorandum adopted by the Governing Body.

Bulgaria

The Committee notes from the information supplied by the Government that the instruments adopted at the 53rd Session of the Conference have been submitted to the Presidium of the National Assembly which took note of them and transmitted them to the competent bodies with a view to their possible ratification and application. In this connection, the Committee once again expresses the hope that the Government will be able to submit the instruments adopted by the Conference also to the National Assembly itself.

The Committee must further point out that, notwithstanding its repeated requests, the documents submitting the Conventions and Recommendations, and containing the Government's proposals with regard to the action to be taken thereon, have never been supplied, as called for in the Memorandum adopted by the Governing Body. It trusts that these documents will soon be supplied and that they will be communicated regularly in future, whenever new instruments are submitted.

Burma

The Committee regrets to note that the Government has once more failed to give any information in reply to its previous observation. The Committee hopes that the Government will in the near future supply the information and documents requested in the Memorandum adopted by the Governing Body (points II and III of the questionnaire) with respect to the instruments adopted at the 44th to the 51st Sessions of the Conference.

The Committee hopes that the Government will also indicate whether the instruments adopted at the 52nd and 53rd Sessions of the Conference have been submitted to the competent authorities and that it will supply the above-mentioned information and documents relating thereto.

Burundi

The Committee notes from the declaration made by a Government representative to the Conference Committee in 1970 that a number of instruments adopted at the 47th to the 52nd Sessions of the Conference, as well as the instruments adopted at the 53rd Session, have already been submitted to the competent authorities, and that efforts would be made to ensure the submission of all of these instruments. No further information having been received on the subject, the Committee requests the Government to indicate which are the instruments that have already been submitted, and hopes that the Government will very shortly take the necessary steps to submit to the competent authorities all the instruments mentioned above and that it will supply, in this connection, the information and documents called for in the Memorandum adopted by the Governing Body (points I, II and III of the questionnaire).

Byelorussia

The Committee notes from the information supplied by the Government that the instruments adopted at the 53rd Session of the Conference have been submitted to the Presidium of the Supreme Soviet. In this connection it reiterates the hope that the Government will find it possible to communicate the instruments adopted by the Conference also to the Supreme Soviet itself.

The Committee must further point out that notwithstanding its repeated requests, the documents submitting the Conventions and Recommendations, and particulars of the action taken by the competent authorities in their respect (article 19, paragraphs 5 (c) and 6 (c), of the Constitution), have never been supplied, as called for in the Memorandum adopted by the Governing Body. The Committee trusts that the documents and information in question will be supplied soon and that they will be communicated regularly, in future, whenever new instruments are submitted.

Central African Republic

The Committee notes, from the information supplied by the Government, that the instruments adopted at the 53rd Session of the Conference have been submitted to the Council of Ministers, which is the competent legislative authority, and that Conventions Nos. 123 and 124 (49th Session) and No. 127 (51st Session) have not yet been submitted to the competent authorities. The Government having indicated earlier that the instruments to which the Committee referred in its previous observation—namely those adopted from the 49th to 52nd Session of the Conference—have been submitted to the Council of Ministers, the Committee hopes that the Government will confirm soon whether all the instruments concerned have been submitted to the competent authorities and that it will supply, in respect of the instruments adopted from the 49th to 53rd Session of the Conference, the relevant submission documents and also information on any decision by the competent authorities, as called for in the Memorandum adopted by the Governing Body (points II (c) and III of the questionnaire).

Ceylon

The Committee notes from the information communicated by the Government that the instruments adopted from the 49th to the 51st Sessions of the Conference were being printed for presentation to Parliament, and that the instruments adopted at the 52nd and 53rd Sessions were being translated. It also notes that the Govern-

ment's proposals concerning the instruments adopted since the 44th Session of the Conference have been held up owing to the dissolution of Parliament, but that it was hoped to take up this matter when the new Parliament met.

The Committee trusts that the Government will be in a position to indicate soon that the instruments adopted from the 49th to the 53rd Sessions of the Conference have been submitted to the competent authorities, and that with regard to the instruments adopted since the 44th Session it will supply the information and documents called for in the Memorandum adopted by the Governing Body, particularly as regards the Government's proposals and any decisions taken by the competent authorities regarding the instruments considered (points II (c) and III of the questionnaire).

Chad

The Committee notes with regret that no information has been supplied in reply to its comments since 1967. It trusts that the Government will be able to indicate very shortly whether the instruments adopted from the 50th to the 53rd Sessions of the Conference have been submitted to the competent authorities, and will communicate in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Chile

The Committee notes with regret that the Government has supplied no information in reply to its previous observations. It trusts that the Government will indicate very shortly whether the instruments adopted from the 50th to the 53rd Sessions of the Conference have been submitted to the competent authorities and that it will also supply for all the instruments adopted since the 49th Session of the Conference the information and documents called for in the Memorandum adopted by the Governing Body.

Colombia

The Committee refers to its previous observation and notes that the additional indications which the Government furnished to the Conference Committee in 1970 have shown no change concerning the effective submission to Congress of the numerous instruments appearing in the last column of the table of Appendix I to the present section. The Committee trusts that the Government will be in a position shortly to indicate that all these instruments have been submitted to the competent legislative authorities and that it will in this respect supply the information and documents requested in the Memorandum adopted by the Governing Body (points II and III of the questionnaire).

Dahomey

With respect to the delay in submitting the instruments adopted since the 45th Session of the Conference, the Government has once more referred to the institutional difficulties due to the absence of parliament and changes of governments. In this connection, and as it had already indicated in 1970, the Committee wishes to recall that the obligation arising from article 19 of the Constitution of the ILO may be considered as fulfilled if the submission of instruments adopted by the Conference is made to the authority in which the legislative power is vested at that moment. The Government having further indicated to the Conference Committee in 1970 that ways and means of overcoming this situation were being studied, the Committee expresses the hope that measures will be taken in the very near future to submit to

the competent authorities all the instruments mentioned above and that the Government will supply, in this connection, the information and documents requested in the Memorandum adopted by the Governing Body (points I, II and III of the questionnaire).

Dominican Republic

No information having been received in reply to its previous observation, the Committee again requests the Government to supply the information and documents requested in the Memorandum adopted by the Governing Body (points II and III of the questionnaire) with respect to the instruments adopted from the 44th to the 51st Sessions of the Conference and already submitted to Congress.

The Committee hopes that the Government will also indicate whether the instruments adopted at the 52nd and 53rd Sessions of the Conference have been submitted to Congress and that it will furnish in this connection the information and documents mentioned above.

Ecuador

The Committee notes from the information submitted by the Government to the Conference Committee in 1970 that the Conventions mentioned by the Committee in its previous observation were to be submitted for examination to the National Congress at its session of August 1970.

The Committee regrets to note that no additional information has been received in this respect. It trusts that the Government will shortly indicate whether all the instruments, including the numerous recommendations still appearing in the last column of the table of Appendix I to the present section, have been submitted to Congress and that it will supply in this connection the information and documents requested in the Memorandum adopted by the Governing Body (points I, II and III of the questionnaire).

El Salvador

The Committee notes the statement of a Government representative to the Conference Committee in 1970 that as the distinction between the obligation to submit instruments to the competent authority and ratification was now clearly established, the Legal Department of the Ministry of Labour was keeping the Conventions and Recommendations under close examination with a view to their submission. It further notes, from the information communicated by the Government, that the Minister of Labour has transmitted to the Minister of Foreign Affairs the instruments adopted by the Conference from its 46th to its 52nd Sessions, with a view to their submission to the Legislative Assembly. It hopes that the Government will indicate soon whether these instruments have actually been submitted to the Legislative Assembly. In this connection, the Committee must recall that with the exception of three ratified Conventions, none of the other instruments adopted from the 31st to the 53rd Session of the Conference has so far been submitted to the competent authorities. The Committee trusts that the Government will take the necessary action in order to submit all the aforementioned instruments to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Ethiopia

The Committee notes from the information supplied by the Government that Convention No. 128 and Recommendation No. 131 have been submitted to the

Council of Ministers. The Committee must refer to its previous comments, in which it had emphasised that the objectives of article 19 of the Constitution can be regarded as fully attained only if the instruments adopted by the Conference are also submitted to the national legislative body. Accordingly, it can only reiterate the hope that the Government will soon take the necessary action to submit the instruments adopted by the Conference not only to the Council of Ministers, but also to Parliament, as a Government representative had indicated to the Conference Committee in 1967. It hopes that the Government will also indicate whether the instruments adopted at the 53rd Session of the Conference have been submitted to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Gabon

The Committee notes with regret that since 1968 the Government has failed to supply any information in reply to its previous observations. The Committee trusts that the Government will shortly indicate whether the instruments adopted from the 45th to the 50th Sessions of the Conference and submitted to the Council of Ministers have also been submitted to the National Assembly.

The Committee requests the Government to indicate also whether the instruments adopted from the 51st to the 53rd Sessions of the Conference have been submitted to the competent authorities and to supply in this connection the information and documents requested in the Memorandum adopted by the Governing Body.

Greece

The Committee takes note of the information and documents communicated by the Government concerning the submission to the competent authorities of the instruments adopted from the 51st to the 53rd Sessions of the Conference.

The Committee also notes that the Government has repeated its intention to submit all the instruments adopted from the 38th to the 46th Sessions of the Conference.

Guatemala

The Committee refers to its previous observation and again requests the Government to supply very shortly, in connection with the numerous instruments submitted to Congress on 22 May 1969, the information and documents called for in the Memorandum adopted by the Governing Body (points II (b) and (c) and III of the questionnaire).

The Committee also notes the information supplied by the Government that Convention No. 129, adopted at the 53rd Session of the Conference, has been submitted to Congress. It hopes that the Government will be able to indicate whether Convention No. 130 and Recommendations Nos. 133 and 134, which were adopted at the same session, have also been submitted to Congress, and will supply in this connection the information and documents referred to above.

Haiti

The Committee notes with regret that the Government has supplied no further information since it indicated in 1969 that the Conventions and Recommendations which have not yet been submitted to the Legislative Chambers would be submitted during the parliamentary sessions of that year. It can only draw the attention of the Government once more to the fundamental importance of the obligations incur-

bent on member States under article 19 of the Constitution of the ILO. The Committee trusts that the Government will make every effort to submit to the Legislative Chambers very shortly the numerous instruments adopted by the Conference at various sessions, ranging from the 31st Session to the latest sessions, and which are listed in the last column of the table in Appendix I to this section. It also hopes that the Government will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Honduras

The Committee notes from the statements made by a Government representative to the Conference Committee in 1970 that action concerning the submission procedures was currently being considered by the Ministry of Labour and Social Welfare. The Committee notes with regret that no further information has been received in this connection. Accordingly, it can only emphasise once more the fundamental importance of the obligation incumbent upon member States under article 19 of the Constitution of the ILO, and trusts that the Government will take the necessary action in the very near future to submit to the competent authorities all the instruments adopted by the Conference since the 45th Session and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Hungary

The Committee would be grateful if the Government would indicate whether the instruments adopted at the 53rd Session of the Conference have been submitted to the competent authorities. In this connection the Committee reiterates the hope that the Government will be in a position to communicate the instruments adopted by the Conference also to the National Assembly itself.

The Committee must further point out that, notwithstanding its repeated requests, the documents submitting the instruments adopted by the Conference have never been supplied, as called for in the Memorandum adopted by the Governing Body. It trusts that these documents will be supplied soon and that they will be communicated regularly in future, whenever new instruments are submitted.

Iceland

The Committee notes with regret that no information has been supplied in reply to its previous comments. It trusts that the Government will indicate very shortly whether the instruments adopted from the 50th to the 53rd Sessions of the Conference have been submitted to Parliament, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Indonesia

The Committee refers to its previous observation and trusts that the Government will soon indicate whether the instruments adopted at the 39th, 42nd, 47th, 49th, 50th and 51st Sessions of the Conference, which had already been submitted to the President of the Republic for transmission to Parliament, have now been submitted to the latter. It hopes that the Government will also indicate whether the instruments adopted at the 52nd and 53rd Sessions of the Conference have been submitted to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Iraq

The Committee notes from the information provided by the Government that the instruments adopted at the 52nd and 53rd Sessions of the Conference have been submitted to the competent authorities. Recalling the information to which the Committee referred in 1970, to the effect that a plan had been drawn up for the examination and submission of Conventions and Recommendations, it hopes that the Government will soon be in a position to indicate that the numerous instruments listed in the last column of the table in Appendix I to this section have been submitted to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Ivory Coast

The Committee refers to its previous direct requests and hopes that the Government will indicate soon whether the instruments adopted from the 50th to the 52nd Sessions of the Conference, as well as those adopted at the 53rd Session, have been submitted to the National Assembly, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Jamaica

The Committee notes that Recommendation No. 127, adopted at the 50th Session of the Conference, has been submitted to the competent authorities. As no further information has been supplied in reply to its previous observation, the Committee again requests the Government to indicate soon whether the instruments listed in the last column of the table in Appendix I to this section have been submitted to the competent authorities, and to supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Jordan

The Committee notes from the information communicated by the Government that the instruments adopted at the 53rd Session of the Conference have been submitted to the competent authorities. The Government also indicates that the Conventions and Recommendations must be submitted to the Council of Ministers, which in turn submits them to Parliament, and that all the Conventions and Recommendations adopted by the Conference have been submitted to the Council of Ministers.

The Committee hopes that the Government will indicate whether all the instruments listed in the last column of the table in Appendix I to this section, and those adopted at the 51st and 53rd Sessions of the Conference, have been submitted to Parliament, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Laos

The Committee regrets to note that the Government has supplied no information in reply to the Committee's previous observation. Referring to the information communicated to the Conference Committee in 1969 according to which the Government undertakes to make every possible effort to remedy the situation in this respect, the Committee can only express the hope that the Government will be in a position

to indicate soon that all instruments adopted from the 48th to the 53rd Sessions of the Conference have been submitted to the competent authorities and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Lebanon

The Committee notes from the statement made by a Government representative to the Conference Committee in reply to its observation made in 1970 that inter-ministerial consultations had taken place with a view to finding procedures permitting the submission to Parliament of Conventions which were not scheduled for ratification, and that the Government would be able to fulfil its obligations in the near future. No further information having been received on this subject, the Committee can only draw attention once more to the fundamental importance of the obligation incumbent upon member States, under article 19, paragraphs 5 (*b*) and 6 (*b*), of the Constitution of the ILO, to submit to the competent authorities—i.e. as a rule, the national Parliament—all Conventions and Recommendations adopted by the Conference, even when it is not proposed to ratify a Convention or give effect to a Recommendation, it being understood that the Government remains free in each case to decide on the action to be taken on these instruments.

The Government representative also stated that the Government had submitted to the competent authorities twenty Conventions since the 31st Session of the Conference, and not six Conventions as indicated in the observation made in 1970. In this respect, the Committee wishes to recall that taking into account the information supplied by Government representatives to the Conference Committee, particularly in 1967, and the Conventions ratified by Lebanon, only six of the Conventions in question are instruments adopted by the Conference since its 31st Session (1948). As its consideration of action on submission is confined to instruments adopted since that date—on which the amendment to the ILO Constitution relating to this question entered into force—and a total of 88 instruments (37 Conventions and 51 Recommendations) adopted up to the 53rd Session have not yet been submitted to the competent authorities, the Committee trusts that the Government will make every effort to submit to Parliament very shortly all the instruments in question, as listed in the last column of the table in Appendix I to this section, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Liberia

The Committee notes from the statement made by a Government representative to the Conference Committee in 1970, and from the information communicated by the Government, that all the instruments have been transmitted to the President for submission to the legislature and that submission has always been effected. In the absence of any further information, the Committee can only reiterate the hope that the Government will indicate very soon whether the numerous instruments still listed in the last column of the table in Appendix I to this section have been submitted to the legislature, and will supply, with regard to those instruments, the information and documents called for in the Memorandum adopted by the Governing Body.

Libya

The Committee refers to its previous observations and trusts that the Government will soon be able to indicate whether the instruments adopted from the 50th to the

53rd Session of the Conference have been submitted to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Malagasy Republic

The Committee notes the information supplied by the Government to the effect that Recommendations Nos. 123 to 125 and the instruments adopted at the 50th, 51st and 52nd Sessions of the Conference have been submitted to the Government. It refers in this respect to the information communicated by the Government to the Conference Committee in 1970, namely that when an instrument lies within the competence of the Government, it is submitted to the Council of Ministers, whereas when it falls within the competence of the legislature, it must be submitted to the Parliament. In this connection the Committee wishes to recall—as the Conference Committee itself has also stressed—that for the obligation concerning submission fully to achieve its objective, which includes also the information of public opinion, it is desirable that Conventions and Recommendations should be submitted to the legislature in all cases.

The Committee accordingly hopes that the Government will be able to take the necessary action to have the aforementioned instruments submitted to the National Assembly also, and that it will also indicate whether the instruments adopted at the 53rd Session of the Conference have been submitted to the competent authorities.

Malawi

The Committee notes the information communicated by the Government regarding the submission to the competent authority of the instruments adopted at the 52nd and 53rd Sessions of the Conference. It wishes to refer, however, to its previous observation and to the statement made by a Government representative to the Conference Committee in 1970 that the comments of the Committee would be examined as soon as possible, and the reply communicated to the Office. As no information has been received in this respect, the Committee recalls once more that the expression “competent authority” means the body empowered to legislate in respect of the questions to which the Convention or Recommendation relates. Since it appears from the information communicated by the Government in 1969 that in Malawi the President and Parliament intervene at various stages of the legislative process, to the extent that in his position as Head of State, the President may refuse his assent to any legislation passing through Parliament, the Committee trusts that the Government will in future submit all the instruments adopted by the Conference not only to the President but also to the National Assembly, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Mali

Further to its previous observation, the Committee notes with interest the information and documents relating to the submission to the competent authorities of the instruments adopted from the 46th to the 53rd Sessions of the Conference, which have been communicated by the Government, in conformity with article 19, paragraphs 5 (c) and 6 (c), of the ILO Constitution, and as called for in the Memorandum adopted by the Governing Body.

Mauritania

No information having been supplied in reply to its previous observation, the Committee again requests the Government to indicate whether the instruments adopted at the 47th, 50th, 51st and 52nd Sessions of the Conference, as well as Recommendation No. 115, have been submitted to the National Assembly, and to supply for that Recommendation and for the instruments adopted from the 47th to the 52nd Sessions the information and documents called for in the Memorandum adopted by the Governing Body.

Nepal

The Committee notes that the Government has supplied no information in reply to its previous direct requests. It hopes that the Government will be able to indicate soon whether the instruments adopted from the 51st to the 53rd Sessions of the Conference have been submitted to the competent authorities, in conformity with article 19, paragraphs 5 (b) and 6 (b), of the Constitution of the ILO.

The Committee recalls that the authorities to whom these instruments should be submitted are those empowered to legislate in respect of the questions covered by the instruments concerned, i.e. in the majority of cases, the national Parliament. It hopes that the Government will also supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body (points II and III of the questionnaire).

Netherlands

The Committee notes from the information communicated by the Government that action is being taken in order to submit shortly to Parliament Convention No. 110 and Recommendation Nos. 105 to 111 and 126 to 132. It trusts that the Government will indicate soon that all the instruments listed in the last column of the table in Appendix I to this section have been submitted to Parliament, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Nicaragua

The Committee notes with regret that the Government has not supplied any information in reply to its previous observation. It again requests the Government to supply in the very near future, in connection with the Recommendations adopted at the Conference from its 40th to its 51st Sessions, information on the proposals made by the Government and on any decisions taken by the competent authorities as to the action that should be taken with regard to these instruments, as is requested in points II (b) and (c) and III of the questionnaire on page 6 of the Memorandum adopted by the Governing Body.

The Committee hopes that the Government will also indicate whether Conventions Nos. 127 and 128, adopted at the 51st Session, and the instruments adopted at the 52nd and 53rd Sessions of the Conference, have been submitted to the National Congress, and will supply in this connection the information and documents called for in the aforementioned Memorandum.

Pakistan

The Committee notes from the information supplied to the Conference Committee in 1970 that the Government has decided to accept Recommendations Nos. 129

and 130. Further to its previous observation, it trusts that the Government will indicate soon whether Conventions Nos. 127 and 128 and Recommendations Nos. 128 and 131, which were also adopted at the 51st Session of the Conference, and the instruments adopted at the 52nd and 53rd Sessions, have been submitted to the competent authorities, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Panama

A Government representative indicated to the Conference Committee in 1970 that the Government had submitted to the Council of Ministers a series of Conventions which had just been ratified. While noting this information with interest, the Committee would like to recall in this respect that a clear distinction must be made between the obligation to submit instruments and the ratification of Conventions. By virtue of article 19 of the ILO Constitution, all the instruments adopted by the Conference—Recommendations as well as Conventions—must be submitted to the competent authorities. The act of submission, however, does not imply any necessity to propose the ratification of a Convention or the acceptance of a Recommendation. In this connection the Committee notes that a number of instruments listed in the last column of the table in Appendix I to this section have not yet been submitted to the competent authorities. It trusts that the Government will shortly take the necessary action to submit all these instruments—the Recommendations as well as the Conventions—to the competent authorities, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Peru

The Committee notes the Government's indication to the Conference Committee in 1970 that Conventions Nos. 117 to 119, 125 and 126, and Recommendation No. 126 had been submitted to Congress. The Committee also notes the opinions expressed by the social security organs regarding the effect given to Convention No. 130 and Recommendation No. 134 by the national legislation. It trusts that the Government will be able to indicate very shortly whether all the instruments listed in the last column of the table in Appendix I to this section have been submitted to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Poland

No information having been received in reply to its previous direct requests, the Committee trusts that the Government will indicate soon whether the numerous instruments listed in the last column of the table in Appendix I to this section have been submitted to the competent authorities and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Portugal

The Committee notes that the instruments adopted at the 53rd Session of the Conference have been submitted to the National Assembly. With respect to its previous observations, however, the Committee notes with regret that, notwithstanding its repeated requests, the information and documents called for in points II (b) and (c) and III of the questionnaire on page 6 of the Memorandum adopted by

the Governing Body have never been supplied. The Committee trusts that the documents and information in question will be supplied shortly and that they will be communicated regularly in future, whenever new instruments are submitted.

Sierra Leone

The Committee notes from the information communicated by the Government to the Conference Committee in 1970 that the instruments adopted from the 46th to the 49th Sessions of the Conference were in various stages of discussion in the Joint Consultative Committee, prior to their submission to Parliament. It also notes that the instruments adopted at the 51st Session were also being considered, and that Recommendation No. 132 adopted at the 52nd Session of the Conference was to be transmitted to the Cabinet. As no further information has been received, the Committee trusts that the Government will indicate in the very near future whether the instruments adopted from the 46th to the 49th Sessions of the Conference (except Convention No. 119 which has already been ratified) and those adopted from the 51st to the 53rd Sessions have now been submitted to Parliament, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Singapore

The Committee notes with interest the information supplied by the Government in reply to its direct request, to the effect that the Conventions and Recommendations adopted by the Conference will be submitted to Parliament. It hopes that the Government will be able to indicate whether the instruments adopted at the 53rd Session of the Conference have been submitted to Parliament, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Somalia

In the indications given to the Conference Committee in 1970, the Government again referred to the translation difficulties posed by the instruments. The Committee recalls the statement of a Government representative to the Conference Committee in 1969 that most of the instruments having been translated, their early submission might be expected, and trusts that the Government will take the necessary action with a view to the submission to the competent authorities of the instruments adopted from the 45th to the 53rd Sessions of the Conference, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Spain

The Committee notes from the information communicated to the Conference Committee in 1970 that the Government has submitted several Conventions, including Convention No. 129, and Recommendations Nos. 112 to 122 to the Cortes, and that consideration of Recommendations Nos. 132, 133 and 134 and of Convention No. 130 was in process of completion and the submission of these instruments to the competent authorities could be expected in the near future.

The Committee trusts that the Government will be able to indicate very shortly that the instruments still listed in the last column of the table in Appendix I to this section have been submitted to the competent authorities, and that it will supply, in this connection, the information and documents called for in the Memorandum adopted by the Governing Body (points II and III of the questionnaire).

Sudan

The Committee notes with interest the information and documents concerning the submission to the competent authorities of the instruments adopted from the 48th to the 53rd Sessions of the Conference. It would be grateful if the Government would indicate whether Convention No. 128 and Recommendation No. 131, adopted at the 51st Session, have also been submitted to the competent authorities.

Syrian Arab Republic

The Committee notes the information supplied by the Government, to the effect that Recommendation No. 132, adopted at the 52nd Session of the Conference, and Recommendation No. 133, adopted at the 53rd Session, have been submitted to the Council of Ministers as the competent legislative authority. The Committee trusts that the Government will shortly indicate that all the instruments still listed in the last column of the table in Appendix I to this section have been submitted to the competent authorities, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Tanzania

The Committee notes from the information communicated by the Government that the instruments adopted by the Conference from its 47th to its 53rd Sessions are currently being brought before the competent legislative authorities. The Committee hopes that the Government will supply, in this connection, the information and documents called for in the Memorandum adopted by the Governing Body.

Thailand

No information having been supplied in reply to its previous observation, the Committee again requests the Government to indicate soon whether the instruments adopted at the 51st Session of the Conference, which have already been submitted to the Council of Ministers, and the instruments adopted at the 52nd and 53rd Sessions have been submitted to the competent legislative authorities, and to supply, in this connection, the information and documents called for in the Memorandum adopted by the Governing Body.

Trinidad and Tobago

The Committee notes with regret that the Government has supplied no information in reply to its comments since 1968. The Committee trusts that the Government will indicate very shortly whether the instruments adopted from the 50th to the 53rd Sessions of the Conference have been submitted to Parliament, and will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Tunisia

The Committee notes with satisfaction, following the statement made by a Government representative to the Conference Committee in 1970 that the Government would in future submit both Conventions and Recommendations to the National Assembly together with appropriate comments, that according to the information supplied by the Government the instruments adopted from the 50th to the 52nd Sessions of the Conference, as well as Convention No. 130 and Recommendations

Nos. 133 and 134 adopted at the 53rd Session, have actually been communicated to the National Assembly. It hopes that the Government will indicate whether Convention No. 129, adopted at the 53rd Session, has also been submitted to the National Assembly, and that it will supply with respect to all these instruments (except Convention No. 127, which has been ratified) the information and documents called for in the Memorandum adopted by the Governing Body.

Ukraine

The Committee notes from the information supplied by the Government that the instruments adopted at the 53rd Session of the Conference have been submitted to the Presidium of the Supreme Soviet. In this connection it reiterates the hope that the Government will find it possible to communicate the instruments adopted by the Conference also to the Supreme Soviet itself.

The Committee must further point out that, notwithstanding its repeated requests, the documents submitting the Conventions and Recommendations and particulars of the action taken by the competent authorities in their respect (article 19, paragraphs 5 (c) and 6 (c), of the Constitution) have never been supplied, as called for in the Memorandum adopted by the Governing Body. It trusts that the documents and information in question will be supplied soon, and that they will be communicated regularly in future, whenever new instruments are submitted.

USSR

The Committee notes from the information supplied by the Government that the instruments adopted at the 53rd Session of the Conference have been submitted to the Presidium of the Supreme Soviet. In this connection it reiterates the hope that the Government will find it possible to communicate the instruments adopted by the Conference also to the Supreme Soviet itself.

The Committee must further point out that, notwithstanding its repeated requests, the documents submitting the Conventions and Recommendations and particulars of the action taken by the competent authorities in their respect (article 19, paragraphs 5 (c) and 6 (c), of the Constitution) have never been supplied, as called for in the Memorandum adopted by the Governing Body. It trusts that the documents and information in question will be supplied soon, and that they will be communicated regularly in future, whenever new instruments are submitted.

United Arab Republic

The Committee notes with interest the information and documents concerning the submission to the National Assembly of the instruments adopted at the 53rd Session of the Conference, and of a number of other instruments adopted at earlier sessions.

The Committee hopes that the Government will be in a position to indicate shortly that the instruments still listed in the last column of the table of Appendix I to this section have also been submitted to the competent authorities, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

Uruguay

Further to its previous observation, the Committee notes with interest the information and documents concerning the submission to the General Assembly of the instruments adopted from the 48th to the 53rd Sessions of the Conference, which

have been communicated by the Government in conformity with article 19, paragraphs 5 (c) and 6 (c), of the Constitution of the ILO, and as called for in the Memorandum adopted by the Governing Body.

Viet-Nam

Further to its previous observation, the Committee again requests the Government to supply soon, in connection with the instruments adopted from the 45th to the 52nd Sessions of the Conference, which were submitted to Parliament in 1969, the information and documents called for in the Memorandum adopted by the Governing Body. It hopes that the Government will also indicate whether the instruments adopted at the 53rd Session of the Conference have been submitted to the competent authorities and will supply in this connection the information and documents mentioned above.

Yemen Arab Republic

The Committee notes with regret that the Government has not yet supplied any information concerning the submission of the instruments adopted by the Conference to the competent authorities. It can only draw the Government's attention once again to the fundamental importance of the obligation incumbent on it by virtue of article 19, paragraphs 5 (b) and 6 (b), of the Constitution of the ILO, to submit the instruments adopted by the Conference to the competent authorities. It trusts that the Government will be able to indicate shortly that the instruments adopted from the 49th to the 53rd Sessions of the Conference have been submitted to the competent authorities, and that it will supply in this connection the information and documents called for in the Memorandum adopted by the Governing Body.

* * *

In addition, requests regarding certain points are being addressed directly to the following States: *Australia, Austria, Belgium, Cameroon, Canada, China, Congo (Brazzaville), Congo (Kinshasa), Cuba, Denmark, Finland, Ghana, Iran, Italy, Kenya, Kuwait, Malaysia, Mauritius, Mexico, Mongolia, Morocco, Niger, Nigeria, Paraguay, Philippines, Rumania, Rwanda, Togo, Turkey, Uganda, United States, Upper Volta, Venezuela, People's Democratic Republic of Yemen, Yugoslavia.*

Appendix I. Information Supplied by Governments with Regard to the Obligation to Submit Conference Decisions to the Competent Authorities

(31st to 53rd Sessions of the International Labour Conference, 1948-69)

Note: The number of the Convention or Recommendation is given in parentheses, preceded by the letter "C" or "R" as the case may be, when only some of the decisions adopted at any one session have been submitted. Ratified Conventions are considered as having been submitted.

Account has been taken of the date of admission or readmission of States Members to the ILO for determining the sessions of the conference whose decisions are taken into consideration.

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Afghanistan	31st to 45th	46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Algeria	47th to 51st	52nd and 53rd
Argentina	31st to 53rd	—
Australia	31st to 51st	52nd and 53rd
Austria	31st to 46th (C 117; R 116, 117), 47th to 52nd	46th (C 118) and 53rd
Barbados	—	51st, 52nd and 53rd
Belgium	31st to 50th and 52nd	51st and 53rd
Bolivia	31st (C 87), 32nd (C 96), 40th (C 107), and 45th (C 116)	31st (C 88, 89, 90; R 83), 32nd (C 91, 92, 93, 94, 95, 97, 98; R 84, 85, 86, 87), 33rd, 34th, 35th, 36th, 37th, 38th, 39th, 40th (C 105, 106; R 103, 104), 41st, 42nd, 43rd, 44th, 45th (R 115), 46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Brazil	31st to 45th, 46th (C 117, 118), 47th (C 119), 48th (C 120, 121, 122), 49th (C 123, 124; R 124, 125), 50th (C 125), 51st (C 127) and 53rd (R 133, 134)	46th (R 116, 117), 47th (R 118, 119), 48th (R 120, 121, 122), 49th (R 123), 50th (C 126; R 126, 127), 51st (C 128; R 128, 129, 130, 131), 52nd and 53rd (C 129, 130)
Bulgaria	31st to 53rd	—
Burma	31st to 51st	52nd and 53rd
Burundi	53rd	47th, 48th, 49th, 50th, 51st and 52nd
Byelorussia	37th to 53rd	—

SUBMISSION TO COMPETENT AUTHORITIES

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Cameroon	44th to 49th	50th, 51st, 52nd and 53rd
Canada	31st to 52nd	53rd
Central African Republic	45th to 48th and 53rd	49th, 50th, 51st and 52nd
Ceylon	31st to 48th	49th, 50th, 51st, 52nd and 53rd
Chad	45th to 49th	50th, 51st, 52nd and 53rd
Chile	31st to 49th	50th, 51st, 52nd and 53rd
China	31st to 50th, 51st (C 127; R 128, 129, 130, 131), 52nd and 53rd (R 133, 134)	51st (C 128) and 53rd (C 129, 130)
Colombia	31st to 39th, 40th (C 105, 106, 107; R 103), 41st (C 109; R 105, 106, 108), 42nd to 44th, 45th (C 116) and 46th (C 118)	40th (R 104) and 41st (C 108; R 107, 109), 45th (R 115), 46th (C 117; R 116, 117), 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Congo (Brazzaville) . .	45th to 52nd	53rd
Congo (Kinshasa) . . .	45th to 53rd	—
Costa Rica	31st to 53rd	—
Cuba	31st to 53rd	—
Cyprus	45th to 53rd	—
Czechoslovakia	31st to 53rd	—
Dahomey	—	45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Denmark	31st to 52nd	53rd
Dominican Republic . .	31st to 51st	52nd and 53rd
Ecuador	31st (C 87), 32nd (C 91, 92, 93, 94, 95, 96, 97, 98; R 84, 85, 86), 34th (C 99, 100; R 89, 90), 35th (C 101, 102, 103), 36th, 38th (C 104), 40th (C 105, 106, 107), 42nd (C 110, 111), 43rd (C 112, 113), 44th (C 115), 45th (C 116), 46th (C 117, 118), 47th (C 119), 48th (C 120), 49th (C 123, 124) and 51st (C 127)	31st (C 88, 89, 90; R 83), 32nd (R 87), 33rd, 34th (R 91, 92), 35th (R 93, 94, 95), 37th, 38th (R 99, 100), 39th, 40th (R 103, 104), 41st, 42nd (R 110, 111), 43rd (C 114; R 112), 44th (R 113, 114), 45th (R 115), 46th (R 116, 117), 47th (R 118, 119), 48th (C 121, 122; R 120, 121, 122), 49th (R 123, 124, 125), 50th, 51st (C 128; R 128, 129, 130, 131), 52nd and 53rd
El Salvador	38th (C 104) and 40th (C 105, 107)	31st, 32nd, 33rd, 34th, 35th, 36th, 37th, 38th (R 99, 100), 39th, 40th (C 106; R 103, 104), 41st, 42nd, 43rd, 44th, 45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd

REPORT OF THE COMMITTEE OF EXPERTS

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Ethiopia	31st to 52nd	53rd
Finland	31st to 50th	51st, 52nd and 53rd
France	31st to 53rd	—
Gabon	45th to 50th	51st, 52nd and 53rd
Germany (Federal Republic)	34th to 53rd	—
Ghana	40th to 53rd	—
Greece	31st to 37th, 40th (C 105), 41st (C 108), 47th, 48th, 49th to 53rd	38th, 39th, 40th (C 106, 107; R 103, 104), 41st (C 109; R 105, 106, 107, 108, 109), 42nd, 43rd, 44th, 45th and 46th
Guatemala	31st to 52nd and 53rd (C 129)	53rd (C 130; R 133, 134)
Republic of Guinea	43rd to 53rd	—
Guyana	50th to 53rd	—
Haiti	31st (C 90), 32nd (C 98), 34th (C 99, 100), 40th to 44th, 46th to 49th	31st (C 87, 88, 89; R 83), 32nd (C 91, 92, 93, 94, 95, 96, 97; R 84, 85, 86, 87), 33rd, 34th (R 89, 90, 91, 92), 35th, 36th, 37th, 38th, 39th, 45th, 50th, 51st, 52nd and 53rd
Honduras	39th to 44th and 45th (C 116)	45th (R 115), 46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Hungary	31st to 53rd	—
Iceland	31st to 49th	50th, 51st, 52nd and 53rd
India	31st to 53rd	—
Indonesia	33rd to 51st	52nd and 53rd
Iran	31st to 52nd	53rd
Iraq	31st, 32nd (C 95, 98), 34th (C 99, 100; R 90), 35th (C 102, 103), 40th (C 105, 106), 42nd (C 111; R 111), 43rd (C 112, 113, 114), 44th, 45th (C 116), 46th (C 117, 118), 48th (C 122), 49th (C 123, 124) and 51st to 53rd	32nd (C 91, 92, 93, 94, 96, 97; R 84, 85, 86, 87), 33rd, 34th (R 89, 91, 92), 35th (C 101; R 93, 94, 95), 36th, 37th, 38th, 39th, 40th (C 107; R 103, 104), 41st, 42nd (C 110; R 110), 43rd (R 112), 45th (R 115), 46th (R 116, 117), 47th, 48th (C 120, 121; R 120, 121, 122), 49th (R 123, 124, 125), and 50th
Ireland	31st to 53rd	—
Israel	32nd to 53rd	—
Italy	31st to 52nd	53rd

SUBMISSION TO COMPETENT AUTHORITIES

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Ivory Coast	45th to 49th	50th, 51st, 52nd and 53rd
Jamaica	47th, 50th (R 127) and 51st (R 129, 130)	48th, 49th, 50th (C 125, 126; R 126), 51st (C 127, 128; R 128, 131), 52nd and 53rd
Japan	35th to 53rd	—
Jordan	40th (C 105), 42nd (C 111; R 111), 45th (C 116), 46th (C 117, 118), 47th (C 119), 48th (C 120, 122), 49th (C 123, 124), 50th (R 127), 51st (C 127; R 129, 130, 131) and 53rd	39th, 40th (C 106, 107; R 103, 104), 41st, 42nd (C 110; R 110), 43rd, 44th, 45th (R 115), 46th (R 116, 117), 47th (R 118, 119), 48th (C 121; R 120, 121, 122), 49th (R 123, 124, 125), 50th (C 125, 126; R 126), 51st (C 128; R 128) and 52nd
Kenya	48th to 52nd and 53rd (C 130; R 133, 134)	53rd (C 129)
Khmer Republic . . .	53rd	—
Kuwait	45th to 53rd	—
Laos	—	48th, 49th, 50th, 51st, 52nd and 53rd
Lebanon	31st (C 88, 89, 90), 32nd (C 95), 34th (C 100) and 35th (C 103)	31st (C 87; R 83), 32nd (C 91, 92, 93, 94, 96, 97, 98; R 84, 85, 86, 87), 33rd, 34th (C 99; R 89, 90, 91, 92), 35th (C 101, 102; R 93, 94, 95), 36th, 37th, 38th, 39th, 40th, 41st, 42nd, 43rd, 44th, 45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Lesotho	—	51st, 52nd and 53rd
Liberia	31st (C 87), 32nd (C 98), 38th (C 104), 40th (C 105), 42nd, 43rd (C 112, 113, 114), 48th, 49th and 50th	31st (C 88, 89, 90; R 83), 32nd (C 91, 92, 93, 94, 95, 96, 97; R 84, 85, 86), 33rd, 34th, 35th, 36th, 37th, 38th (R 99, 100), 39th, 40th (C 106, 107; R 103, 104), 41st, 43rd (R 112), 44th, 45th, 46th, 47th, 51st, 52nd and 53rd
Libya	35th to 49th	50th, 51st, 52nd and 53rd
Luxembourg	31st to 53rd	—
Malagasy Republic . .	45th to 52nd	53rd
Malawi	49th to 53rd	—
Malaysia	41st to 53rd	—
Republic of Mali . . .	44th to 53rd	—
Malta	49th to 53rd	—

REPORT OF THE COMMITTEE OF EXPERTS

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Mauritania	45th (C 116), 46th, 48th, 49th and 53rd	45th (R 115), 47th, 50th, 51st and 52nd
Mauritius	—	53rd
Mexico	31st, 32nd (C 91, 92, 93, 94, 95, 96, 97, 98), 34th (C 99, 100; R 89, 90), 35th (C 101, 102, 103), 38th (C 104), 40th to 44th, 45th (C 116), 46th (C 117, 118), 47th (C 119), 48th (C 120, 121, 122), 49th (C 123, 124), 50th, 51st, 52nd and 53rd (R 133, 134)	32nd (R 84, 85, 86, 87), 33rd, 34th (R 91, 92), 35th (R 93, 94, 95), 36th, 37th, 38th (R 99, 100), 39th, 45th (R 115), 46th (R 116, 117), 47th (R 118, 119), 48th (R 120, 121, 122), 49th (R 123, 124, 125) and 53rd (C 129, 130)
Mongolia	—	53rd
Morocco	39th to 53rd	—
Nepal	—	51st, 52nd and 53rd
Netherlands	31st to 40th, 41st (C 108, 109), 42nd (C 111), 43rd to 49th, 50th (C 125, 126) and 51st (C 127, 128)	41st (R 105, 106, 107, 108, 109), 42nd (C 110; R 110, 111), 50th (R 126, 127) and 51st (R 128, 129, 130, 131), 52nd and 53rd
New Zealand	31st to 53rd	—
Nicaragua	40th to 50th and 51st (R 128, 129, 130, 131)	51st (C 127, 128), 52nd and 53rd
Niger	45th to 51st (C 127; R 128, 129, 130), 52nd and 53rd	51st (C 128; R 131)
Nigeria	45th (C 116), 46th (R 117) and 48th	45th (R 115), 46th (C 117, 118; R 116), 47th, 49th, 50th, 51st, 52nd and 53rd
Norway	31st to 53rd	—
Pakistan	31st to 50th and 51st (R 129, 130)	51st (C 127, 128; R 128, 131), 52nd and 53rd
Panama	31st (C 87, 88, 89), 32nd (C 92, 94, 95, 96, 98), 34th (C 100), 38th (C 104), 40th (C 105, 107), 41st (C 108), 42nd (C 110, 111), 43rd (C 112, 113, 114), 44th (C 115), 45th (C 116), 46th (C 117), 47th (C 119), 48th (C 120, 122), 49th (C 123, 124), 50th (C 125, 126), 51st (C 127)	31st (C 90; R 83), 32nd (C 91, 93, 97; R 84, 85, 86, 87), 33rd, 34th (C 99; R 89, 90, 91, 92), 35th, 36th, 37th, 38th (R 99, 100), 39th, 40th (C 106; R 103, 104), 41st (C 109; R 105, 106, 107, 108, 109), 42nd (R 110, 111), 43rd (R 112), 44th (R 113, 114), 45th (R 115), 46th (C 118; R 116, 117), 47th (R 118, 119), 48th (C 121; R 120, 121, 122), 49th (R 123, 124, 125), 50th (R 126, 127), 51st (C 128; R 128, 129, 130, 131), 52nd and 53rd

SUBMISSION TO COMPETENT AUTHORITIES

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Paraguay	40th, 41st (R 105, 106, 107, 108, 109), 42nd (C 111; R 110, 111), 43rd (R 112), 44th, 45th, 46th (C 117), 47th, 48th (C 120, 122; R 120, 121, 122), 49th, 50th (R 126, 127), 51st (R 128, 129, 130, 131) and 52nd	41st (C 108, 109), 42nd (C 110), 43rd (C 112, 113, 114), 46th (C 118), 48th (C 121), 50th (C 125, 126), 51st (C 127, 128) and 53rd
Peru	31st to 43rd, 44th (C 115), 45th (C 116), 46th (C 117, 118), 47th (C 119), 48th (C 120, 121, 122), 49th and 50th (C 125, 126; R 126)	44th (R 113, 114), 45th (R 115), 46th (R 116, 117), 47th (R 118, 119), 48th (R 120, 121, 122), 50th (R 127), 51st, 52nd and 53rd
Philippines	31st to 51st	52nd and 53rd
Poland	31st (C 87, 89, 90), 32nd (C 91, 92, 93, 94, 95, 96, 97, 98; R 84, 85, 86), 34th (C 100; R 90, 91, 92), 35th (C 101; R 93, 94), 36th, 38th (C 104; R 100), 40th (C 105, 106, 107; R 104), 41st, 42nd, 43rd (C 112, 113, 114), 44th, 45th, 46th (C 117; R 116, 117), 47th (R 118, 119), 48th (C 120, 122; R 120) and 49th (C 123, 124; R 124, 125)	31st (C 88; R 83), 32nd (R 87), 33rd, 34th (C 99; R 89), 35th (C 102, 103; R 95), 37th, 38th (R 99), 39th, 40th (R 103), 43rd (R 112), 46th (C 118), 47th (C 119), 48th (C 121; R 121, 122), 49th (R 123), 50th, 51st, 52nd and 53rd
Portugal	31st to 53rd	—
Rumania	39th to 53rd	—
Rwanda	47th to 52nd	53rd
Senegal	44th to 53rd	—
Sierra Leone	45th, 47th (C 119), and 50th	46th, 47th (R 118, 119), 48th, 49th, 51st, 52nd and 53rd
Singapore	50th to 52nd	53rd
Somali Republic . . .	—	45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd and 53rd
Spain	39th to 45th, 46th (R 116, 117), 47th (R 118, 119), 48th (C 120, 122; R 120, 121, 122), 49th, 50th, 51st (C 127, 128) and 53rd (C 129)	46th (C 117, 118), 47th (C 119), 48th (C 121); 51st (R 128, 129, 130, 131), 52nd and 53rd (C 130; R 133, 134)
Sudan	39th to 50th, 51st (C 127, 128; R 129, 130), 52nd and 53rd	51st (R 128, 131)
Sweden	31st to 53rd	—
Switzerland	31st to 53rd	—

REPORT OF THE COMMITTEE OF EXPERTS

State	Sessions of which the decisions have been submitted to the authorities considered as competent by governments	Sessions of which the decisions have not been submitted (including cases in which no information has been supplied)
Syrian Arab Republic .	31st, 32nd, 34th, 35th, 36th, 38th (C 104; R 99), 39th, 40th, 41st, 42nd, 43rd (C 112, 113, 114), 44th, 45th (C 116), 46th to 48th, 50th, 51st (C 127; R 128), 52nd and 53rd (R 133)	33rd, 37th, 38th (R 100), 43rd (R 112), 45th (R 115), 49th, 51st (C 128; R 129, 130, 131) and 53rd (C 129, 130; R 134)
Tanzania	46th to 53rd	—
Thailand	31st to 51st	52nd and 53rd
Togo	44th to 51st	52nd and 53rd
Trinidad and Tobago .	47th to 49th	50th, 51st, 52nd and 53rd
Tunisia	39th to 52nd and 53rd (C 130; R 133, 134)	53rd (C 129)
Turkey	31st to 52nd	53rd
Uganda	47th to 52nd	53rd
Ukraine	37th to 53rd	—
USSR	37th to 53rd	—
United Arab Republic .	31st, 32nd (C 91, 92, 93, 94, 95, 96, 98; R 84, 85, 86, 87), 34th (C 100; R 89, 91, 92), 35th (C 101, 102; R 93, 94, 95), 38th, 39th, 40th, 42nd, 44th, 45th, 46th (C 118; R 116, 117), 48th to 53rd	32nd (C 97); 33rd, 34th (C 99; R 90), 35th (C 103), 36th, 37th, 41st, 43rd, 46th (C 117) and 47th
United Kingdom . . .	31st to 53rd	—
United States	31st to 50th, 51st (C 127; R 128, 129, 130) and 52nd	51st (C 128; R 131) and 53rd
Upper Volta	45th to 52nd	53rd
Uruguay	31st to 53rd	—
Venezuela	31st to 50th, 51st (C 127; R 128) and 52nd	51st (C 128; R 129, 130, 131) and 53rd
Viet-Nam	33rd to 52nd	53rd
Yemen Arab Republic .	—	49th, 50th, 51st, 52nd and 53rd
PDR of Yemen	—	53rd
Yugoslavia	31st to 52nd	53rd
Zambia	49th to 53rd	—

Appendix II. Position of Member States with Regard to the Obligation to Submit Conference Decisions to the Competent Authorities

TABLE I. NUMBER OF STATES WHERE, ACCORDING TO INFORMATION SUPPLIED BY GOVERNMENTS, CONVENTIONS AND RECOMMENDATIONS HAVE BEEN SUBMITTED TO THE COMPETENT AUTHORITIES WITHIN THE PRESCRIBED TIME LIMITS

Number of States in which, according to information supplied by governments,	Sessions at which decisions were adopted																						
	31st (June 1948)	32nd (June 1949)	33rd (June 1950)	34th (June 1951)	35th (June 1952)	36th (June 1953)	37th (June 1954)	38th (June 1955)	39th (June 1956)	40th (June 1957)	41st (April /May 1958)	42nd (June 1958)	43rd (June 1959)	44th (June 1960)	45th (June 1961)	46th (June 1962)	47th (June 1963)	48th (June /July 1964)	49th (June 1965)	50th (June 1966)	51st (June 1967)	52nd (June 1968)	53rd (June 1969)
All the decisions have been submitted . . .	16	17	21	25	25	28	29	24	38	38	34	36	34	38	34	38	32	37	49	53	43	50	47
Some of these decisions have been submitted .	7	2	— ¹	4	3	1	— ¹	4	1	13	3	7	8	1	9	6	9	6	6	2	13	— ¹	8
None of these decisions has been submitted (in- cluding cases in which no information has been supplied by the government)	37	42	42	35	38	37	40	41	37	26	42	36	38	44	58	58	67	67	59	60	61	68	66
Number of States which were Members of the Organisation at the time of the Session .	60	61	63	64	66	66	69	69	76	77	79	79	80	83	101	102	108	110	114	115	117	118	121

¹ At this session the Conference adopted one Recommendation only.

TABLE II. OVER-ALL POSITION OF MEMBER STATES AT 26 MARCH 1971

Number of States in which, according to information supplied by governments,	Sessions at which decisions were adopted																					
	31st (June 1948)	32nd (June 1949)	33rd (June 1950)	34th (June 1951)	35th (June 1952)	36th (June 1953)	37th (June 1954)	38th (June 1955)	39th (June 1956)	40th (June 1957)	41st (April /May 1958)	42nd (June 1958)	43rd (June 1959)	44th (June 1960)	45th (June 1961)	46th (June 1962)	47th (June 1963)	48th (June /July 1964)	49th (June 1965)	50th (June 1966)	51st (June 1967)	52nd (June 1968)
All the decisions have been submitted . . .	53	49	50	52	54	56	57	56	63	64	66	68	65	68	80	74	79	88	80	74	51	68
Some of these decisions have been submitted .	6	10	— ¹	8	5	—	— ¹	6	—	12	4	7	8	3	10	13	11	7	11	6	15	— ¹
None of these decisions has been submitted (including cases in which no information has been supplied by the government) . . .	1	2	13	4	7	10	12	7	13	1	9	4	7	12	11	15	18	15	23	35	51	50
Number of States which were Members of the Organisation at the time of the Session . .	60	61	63	64	66	66	69	69	76	77	79	79	80	83	101	102	108	110	114	115	117	118

¹ At this session the Conference adopted one Recommendation only.

**Report on Direct Contacts
with the Government of Portugal
regarding the Implementation
of the Abolition of Forced
Labour Convention 1957 (No. 105)**

**REPORT BY PIERRE JUVIGNY,
REPRESENTATIVE OF THE DIRECTOR-GENERAL
OF THE INTERNATIONAL LABOUR OFFICE,
ON DIRECT CONTACTS WITH THE GOVERNMENT
OF PORTUGAL REGARDING THE IMPLEMENTATION
OF THE ABOLITION OF FORCED LABOUR CONVENTION,
1957 (No. 105)**

1. By telegram dated 17 June 1969 addressed to the Director-General of the International Labour Office, the Foreign Minister of Portugal, after referring to earlier discussions at the Conference concerning the implementation by Portugal of the Abolition of Forced Labour Convention, 1957 (No. 105), and the new procedure of direct contacts instituted in 1968, formally requested the establishment of such direct contacts with particular reference to:

- (1) the interpretation of the text of Convention No. 105 to determine whether its scope extended to the information previously requested by the Committee of Experts and the Conference Committee on the Application of Conventions and Recommendations; and
- (2) the clarification of the alleged discrepancies between the provisions of this Convention and its effective application throughout Portuguese territory.

2. This proposal for the establishment of direct contacts was accepted by the Director-General of the International Labour Office. He subsequently informed the Government of Portugal that he had appointed Mr. Pierre Juvigny, Councillor of State (France), member and former Chairman of the United Nations Subcommittee on the Prevention of Discrimination and the Protection of Minorities, as his representative for the purposes of these direct contacts.

ISSUES CALLING FOR CONSIDERATION IN THE DIRECT CONTACTS

3. Portugal ratified the Abolition of Forced Labour Convention, 1957 (No. 105), on 23 November 1959, and the Convention came into effect for this country twelve months after that date. Following the filing of a complaint by Ghana on 25 February 1961, the Governing Body of the International Labour Office appointed a Commission of Inquiry under article 26 of the ILO Constitution to examine the observance of the Convention by Portugal. This Commission, after considering documentary evidence, hearing oral testimony in Geneva and visiting Angola and Mozambique, presented its report on 21 February 1962. The Commission, while noting that shortly before its visits a number of important measures had been taken which had a bearing on the application of the Convention, made recommendations for certain further changes in law and practice. The Commission's findings and recommendations were accepted by the parties to the complaint.

4. The Government of Portugal indicated in its reports on the Convention, made in accordance with article 22 of the ILO Constitution, the measures taken to give effect to the recommendations of the Commission of Inquiry. This information was examined by the ILO's regular supervisory bodies, the Committee of Experts and the Conference Committee on the Application of Conventions and Recommendations. In 1966, at the request of the Governing Body, the Committee of Experts presented a special report on this subject.

The Committee concluded that effect had been given to all recommendations concerning legislative changes, and referred particularly to the adoption of the Rural Labour Code in 1962. Both the Committee of Experts and the Conference Committee however considered it necessary to pursue certain inquiries regarding practical measures to ensure the elimination of any element of coercion in the engagement and employment of labour. They referred particularly to indications in the report of the Commission of Inquiry that the recruiting of workers might involve improper pressures by traditional chiefs. The position was summarised by the Committee of Experts in March 1970. After noting the Government's request for direct contacts, the Committee stated:

The Committee considers it appropriate to recall that it had previously concluded that the legislative action called for by the recommendations made in 1962 by the Commission of Inquiry established under article 26 of the ILO Constitution had been taken, but that there remained certain matters of practical application of the policy of abolition of forced labour in Angola and Mozambique in respect of which further action appeared to be indicated. The three aspects to which the Committee has drawn particular attention are: the development of adequate manpower services designed to ensure the progressive elimination of recruiting of labour and its replacement by a system of spontaneous offer of their services by workers, with the assistance of the free public employment services provided for in the Rural Labour Code of 1962; the improvement of conditions of employment with a view to attracting a sufficient volume of manpower offering its services spontaneously; and the sufficient development of labour inspection activities to ensure the strict observance of statutory safeguards against compulsion to labour. The Committee has also sought further information concerning the manpower situation and the policy and methods in regard to the engagement of labour of certain undertakings in Angola which had been referred to in the report of the Commission of Inquiry, namely, the Diamond Company of Angola, the publicly owned railways and ports in Angola, and the Cassequeil Agricultural Company.

The Committee hopes that the proposed direct contacts will make it possible to obtain substantial clarification concerning these outstanding matters, and that it will be in a position at its next session to examine the further elements which will have become available as a result.

THE PROCEDURE FOLLOWED

5. The direct contacts took place in two stages. In May 1970 I visited Lisbon for initial discussions with representatives of the Portuguese Government. In October 1970 I visited Angola and Mozambique to obtain first-hand information on the matters of concern to the ILO supervisory bodies in the present case. Both in Lisbon and during the visits to Angola and Mozambique, I was accompanied by Mr. K. T. Samson, of the International Labour Standards Department, International Labour Office.

6. *Initial discussions in Lisbon.* These discussions took place from 13 to 15 May 1970. I was received by the Minister of Foreign Affairs, the Minister of Overseas Affairs, the Minister of Corporations and Social Welfare, and the Secretary of State for Labour and Social Security. The issues raised by the ILO supervisory bodies were examined at meetings attended by representatives of the Ministries of Foreign Affairs, Overseas Affairs and Corporations and Social Welfare, and presided over by Mr. Motta Veiga, former Minister of State and head of the Portuguese delegation to the 54th Session of the International Labour Conference. Certain more detailed aspects were discussed separately with representatives of the Ministry of Overseas Affairs.

7. During these discussions, I indicated the nature of the outstanding issues, and the reasons why the supervisory bodies had considered it necessary to pursue them. I also indicated that the information on the situation in Angola and Mozambique supplied by the Government generally did not go beyond 1965, and requested that detailed statistical and other data be supplied to show the evolution since then.

8. The Government's representatives stated that, in the Government's view, the supervisory bodies' request for information concerning the elimination of recruiting, the development of employment services, wages policy and labour inspection went outside the scope of the Abolition of Forced Labour Convention. While the Government had previously, as an indication of goodwill, supplied detailed information on these matters, it considered that its obligations under this Convention did not extend to these areas, and that the ILO supervisory bodies should not continue to ask for information thereon. The supply of further data on these matters, as requested by me, would be subject to a decision of principle which remained to be taken by the Government.

9. I indicated that any information on the above-mentioned matters which the Government might supply would be examined within the framework of the recommendations made by the Commission of Inquiry of 1962, as evidence of the extent to which the Government's policies in regard to manpower, conditions of work and labour administration would effectively rule out any recourse to compulsion to work.

10. Subject to the Government's general reservation, certain information on the factual situation and government policies was provided in the course of the initial discussions. These indications are incorporated in the analysis of the information gathered during the visits to Angola and Mozambique, below. Preliminary consideration was also given to the arrangements for a visit to the two territories concerned.

11. *Visits to Angola and Mozambique.* The visits to Angola and Mozambique took place from 9 to 21 October 1970 as follows:

Friday, 9 October 1970 :

Arrival in Luanda.

Call on the Provincial Secretary of Health, Labour, Social Security and Welfare and the Governor-General of Angola.

Visits to the following institutions established by the Labour Institute of Angola:

Luanda employment office;
transit centre for workers;
handicrafts centre;
workers' canteen.

Visits to the following trade union organisations:

National Union of Bank Employees;
National Union of Salaried Employees in Commerce and Industry;
National Union of Motor Transport, Railway and Metal Workers.

Saturday, 10 October :

Visit to the Port of Luanda and to the Director of the Luanda Port and Railway.

Visit to the Dona Maria Pia Hospital, Luanda.

Discussions at the Labour, Social Security and Social Welfare Institute of Angola.

Sunday, 11 October :

Travel from Luanda to Lobito.

Visit to the holiday centre established by the Labour Institute.

Monday, 12 October :

Visit to the Port of Lobito.

Visit to the Lobito employment office.

Visit to the Cassequel Agricultural Company.

Travel to Alto Catumbela.

Tuesday, 13 October :

Visit to the Portuguese Overseas Cellulose Company, Alto Catumbela.

Travel to Nova Lisboa.

Visit to the Nova Lisboa Sub-delegation of the Labour Institute.

Visit to the Nova Lisboa office of the Labour Institute.

Interview with three professional recruiters and visit to their transit centre.

Wednesday, 14 October :

Visit to the Nova Lisboa transit centre and employment office of the Labour Institute.

Visit to a recruiter's agent, Nova Lisboa.

Further visit to professional recruiters seen the previous day, for interviews with recruited workers.

Visit to the Alto Hama transit centre of the Labour Institute.

Interview with four professional recruiters at Vila Teixeira da Silva and visit to their transit centres.

Visit to technical school, Vila Teixeira da Silva.

Interview with a recruiter's agent at Numbo, Bailundo.

Interview with two professional recruiters at Chinguar and visit to their transit centres.

Thursday, 15 October :

Travel from Nova Lisboa to Silva Porto.

Visit to Silva Porto transit centre of the Labour Institute.

Interview with a professional recruiter and various recruited workers at Silva Porto.

Travel to Portugalia (Lunda).

Discussions with the management of the Diamond Company of Angola.

Friday, 16 October :

Visits in the area of operation of the Diamond Company.

Saturday, 17 October

Return to Luanda.

Call on the Governor-General of Angola.

Sunday, 18 October

Travel from Luanda to Lourenço Marques.

Monday, 19 October

Call on the Provincial Secretary of Labour, Social Security and Social Welfare and the Governor-General of Mozambique.

Visit to the Port of Lourenço Marques.

Discussions at the Labour, Social Security and Social Welfare Institute of Mozambique.

Visits to the following trade union organisations:

National Union of Motor Transport Workers;

National Union of Building Workers;

National Union of Stevedores.

Tuesday, 20 October :

Travel from Lourenço Marques to Beira.

Visit to the Portuguese Stevedoring Company.

Visit to the Pungué Textile Company.

Visit to the Portuguese Wood Industry.

Discussions at the Beira office of the Labour Institute.

Wednesday, 21 October :

Visit to the Beira Port and Railway Administration and to the Port of Beira.

Visit to the camp for workers of the Municipality of Beira.

Discussions with the Labour Institute's Sub-delegate at Vila Pery.

Visit to the Mozambique Sugar Company.

12. In drawing up the programme for these visits, I considered it appropriate to make a closer and more detailed examination of the situation in Angola than of that in Mozambique, because the Commission of Inquiry had examined more specific allegations and made more specific recommendations regarding the situation in Angola and because the Committee of Experts and the Conference Committee had likewise given more detailed attention to the employment position and the practices of particular undertakings there. The relatively smaller volume of recruited labour employed in Mozambique as compared with Angola provided an additional reason for this approach.

13. During the visits in Angola, I was accompanied by Mr. Ribeiro da Cunha, Senior Inspector for Political Affairs, Ministry of Overseas Affairs (during the initial part) and by Dr. Afonso Mendes, of the Ministry of Overseas Affairs, President of the Labour, Social Security and Social Welfare Institute of Angola from 1962 to 1969, and Dr. Rodrigues Paula, present President of the Labour, Social Security and Social Welfare Institute. At various times, we were also accompanied by the District Delegate of the Labour Institute and the District Labour Inspector. In Mozambique, I was accompanied by Mr. Ribeiro da Cunha, Mr. Manuel Neves, of the Ministry of Overseas Affairs, President of the Labour, Social Security and Social Welfare Institute of Mozambique from 1962 to 1963, and Mr. Souto e Silva, present President of the Labour, Social Security and Social Welfare Institute. During the visits in the Beira region, we were also accompanied by the District Delegate of the Labour Institute.

14. *Methods followed in gathering information.* In the course of the visits, a very considerable volume of documentation was made available. In regard to Angola, the Government provided detailed statistics of contract labour for the years 1966-69 and the first quarter of 1970, statistics of the activities of the public employment service and of labour inspection services, extracts from the report of the President of the Labour Institute for 1968, extracts from large numbers of labour inspection reports, statistics and decisions concerning wage rates, statistics of the labour force and wages of various public services and private undertakings, and miscellaneous circulars, documents, reports, etc. In regard to Mozambique, it provided statistics regarding the labour force, recruiting operations, wage rates and labour inspection activities, as well as copies of a number of inspection reports and documents relating to violations of labour legislation. This documentation was supplemented by discussions with officials of the respective Labour Institutes and visits to offices and institutions established by these Institutes. During visits to particular undertakings, there were discussions with managers and other supervisory staff, who produced a variety of records and documents relating to their labour force, methods of engagement of labour, wages and other conditions of employment, and welfare facilities. In addition, large numbers of workers employed in these undertakings were interviewed. In the recruiting areas of central Angola, visits were made to a number of professional recruiters and their agents, and many workers were interviewed at recruiters' transit centres, at public transit centres and in their villages. Sometimes workers were questioned in groups, sometimes individually. The workers to be questioned were always selected by me, and I was also able to choose the workplaces or camps to be visited in individual undertakings. Workers were generally interviewed without the presence of their employer or his representatives. Whenever indications given by workers made it desirable to consult particular contracts of employment or wage records, the documents in question were made available to me without the slightest difficulty, both by public authorities and by the representatives of private undertakings. I thus enjoyed the full co-operation of the public authorities and the undertakings visited in obtaining information relevant to my mission. It is also appropriate to mention that, during the visit to the Port of Luanda, one of the workers questioned took the opportunity to explain forcefully why he considered earnings to be inadequate and that, on two other occasions, workers submitted complaints to me. Although these complaints referred to matters unrelated to my mission, these incidents are evidence of the genuine contacts which it was possible to establish with the workers interviewed.

15. On my return from Africa, a further meeting took place in Lisbon with representatives of the Portuguese Government on 23 October 1970, at which I gave a preliminary indica-

tion of my findings and outlined the arrangements which were contemplated for reporting on the direct contacts to the Director-General of the International Labour Office.

ANALYSIS OF THE INFORMATION GATHERED

I. Angola

(a) General Employment Situation.

16. The Government supplied detailed statistics, for the years 1966-69 and the first quarter of 1970, relating to workers with written contracts of employment governed by the Rural Labour Code. They show the distribution of such workers, by District of employment, the number of contracts concluded each month, by District of origin, the duration of contracts, the distribution of contract workers by branch of activity and District of employment (and by administrative subdivision within each District), and the distribution of contract workers between public and private employment. In addition, extracts were supplied from the report of the President of the Labour, Social Security and Social Welfare Institute of Angola for 1968, in which indications concerning the labour force as a whole are given.

17. On the basis of the 1960 census figures, it was estimated that at the end of 1968 Angola had a population of 5.5 million, and that the economically active population consisted of 3 069 000 persons, of whom 1 542 725 were males. The number of wage and salary earners was estimated at 559 581 persons, distributed as follows:

Agriculture, stock-raising, forestry and fishing	242 022
Mining, manufacturing and public utility services	175 204
Commerce, transport, telecommunications, services and unspecified activities	142 355

Of these workers, 246 751 were considered skilled or semi-skilled (and therefore not subject to the Rural Labour Code, but to the Angola Labour Code of 1957) and 312 830 were classified as unskilled workers subject to the Rural Labour Code.¹ The latter group com-

TABLE 1. BREAKDOWN OF EMPLOYED LABOUR FORCE, END OF 1968

Branch of activity	Unskilled workers (subject to Rural Labour Code)			Workers subject to Angola Labour Code, 1957	Total
	With written contracts	With oral contracts of indefinite duration (estimated)	Total		
Agriculture, forestry, hunting and fishing	111 741	80 325	192 066	49 956	242 022
Mining and quarrying	7 175	26 250	33 425	32 217	65 642
Manufacturing	544	14 700	15 244	41 885	57 129
Construction	170	13 125	13 295	31 554	44 849
Electricity, gas, water and sanitary services	— ¹	5 880	5 880	1 704	7 584
Commerce	—	21 000	21 000	16 298	37 298
Transport, storage and communications	2 937	11 550	14 487	23 043	37 530
Services	633	7 350	7 983	39 402	47 385
Other activities	—	9 450	9 450	10 692	20 142
Total . . .	123 200	189 630	312 830	246 751	559 581

¹ Included under services.

Source: Report of the President of the Labour, Social Security and Social Welfare Institute of Angola for 1968.

¹ It should be recalled that the Rural Labour Code applies to unskilled workers, even when employed in sectors other than agriculture.

prised 123 200 workers working under a written contract of employment and an estimated 189 630 workers under oral contracts of indefinite duration. Table 1 indicates the breakdown, by category of worker and branch of activity, of the employed labour force at the end of 1968 (see above, table 1)

18. Since it is the practice to make oral contracts of indefinite duration with workers who offer their services spontaneously at the place of work, the figure for workers with written contracts under the Rural Labour Code indicates the number engaged by means of recruiting, whether through professional recruiters or employees of the undertakings concerned. The numbers of such contract workers in the period 1964-69, and their distribution by branch of activity, are shown in table 2¹:

TABLE 2. DISTRIBUTION OF CONTRACT WORKERS, 1964-69

Branch of activity	1964	1965	1966	1967	1968	1969
Agriculture	82 167	84 408	89 542	100 918	102 272	107 447
Fishing	6 225	7 103	7 140	8 461	8 887	8 865
Stock-raising	221	398	281	461	582	526
Mining	9 249	9 419	8 962	8 967	7 175	1 275
Manufacturing	288	542	329	391	544	385
Construction	747	227	343	530	170	30
Transport	1 683	460	477	1 283	2 937	3 195
Various services	2 271	3 368	3 484	1 697	633	449
Total	102 851	105 925	110 558	122 708	123 200	122 172

19. It will be noted that, of the 122 172 workers engaged under written contracts in 1969, the greater part—107 447, representing 88 per cent of the total—was employed in agriculture. Fishing (8 865, or 7.3 per cent) and transport (3 195, or 2.6 per cent) were the other main sectors which used such labour. It will be noted that in 1969 there was a sharp fall in the amount of contract labour employed in mining, due to the discontinuance of the use of such labour by the Diamond Company of Angola (which will be referred to in the separate action dealing with that company). Within the agricultural sector, the main employers of contract labour are the coffee plantations in the Districts of Uíge, Luanda and Cuanza Sul, which in 1969 accounted for over 90 000 workers. The main areas from which contract labour is recruited are the Districts of Huambo and Bie, which in 1969 provided 100 519 workers, representing 82.3 per cent of the total.

20. The duration of written contracts in 1969 was twelve months in 90 per cent of the cases; 5 per cent of contracts were for fifteen months, and 4 per cent from six to nine months. Compared with certain earlier years, there appears to have been a reduction in the numbers of contracts of more than a year's duration. In the years 1967 to 1969, they have represented roughly 5 per cent of the total, compared with almost 20 per cent in 1964 and roughly 10 per cent in 1966.

21. While the number of contract workers increased between 1964 and 1969 from 102 851 to 122 172, there has also been a marked increase in the number of unskilled workers under oral contracts of indefinite duration. They were estimated at 138 500 in 1964 and at 189 630 in 1968. During the same period the number of workers classified as skilled or semi-skilled increased from an estimated 126 500 to 246 751; this increase appears partly

¹ The figures supplied for the first quarter of 1970 reflect a situation substantially similar to that existing in 1969.

due to the reclassification of workers previously regarded as unskilled workers within the scope of the Rural Labour Code.

22. In his report for 1968, the President of the Labour Institute referred to the fact that the unskilled labour force was made up partly of migrant labour with written contracts and partly of workers from regions near their places of employment working under oral contracts of indefinite duration. He stated that it would be very difficult to modify this structure. The greatest population density was to be found in the highlands of central Angola, where the indigenous population cultivated mainly maize and there were not sufficient opportunities for employment. On the other hand, wage labour requirements in agriculture devoted to export crops, particularly coffee growing, were in excess of 150 000 workers, but the inhabitants of these areas themselves grew coffee and very few of them sought employment as wage earners. Accordingly, the excess labour from the highlands was drawn, in a periodic and traditional migratory movement, towards the coffee, sugar and sisal growing areas.

(b) Government Policy in Regard to Recruiting.

23. The Government supplied a copy of circular 31/2DT/02/02/02 issued by the President of the Labour, Social Security and Social Welfare Institute of Angola on 9 December 1965. Referring to a decision of 10 October 1965 by the Provincial Secretary of Health, Labour, Social Security and Welfare providing for the suspension of the granting of licences for professional recruiting and for close, continuing supervision of the activities of existing professional recruiters, this circular required all delegates and subdelegates of the Labour Institute to give attention to the following matters:

- (a) in future, no new licences for professional recruiting would be issued;
- (b) all undertakings in the respective areas should be notified that they should organise their own recruiting services, in conformity with the law;
- (c) professional recruiters residing or operating in the respective areas should be notified that their licences would not be renewed for 1966 unless they possessed accommodation for workers to be recruited, meeting the requirements of the law, or provided transport, also in accordance with the conditions laid down by law.

24. Statistics were provided of the number of professional recruiting licences which had not been renewed in the period 1963 to 1969. A total of fifty-seven licences had not been renewed in this period, due to revocation of the licence in twenty-six cases, relinquishment in twenty-nine cases, and death in two cases.

25. In his report for 1968 the President of the Labour Institute noted that, as a result of developing habits, better knowledge among workers concerning general conditions of employment, the development of public transport facilities and the gradual restriction of professional recruiting, a constantly growing number of migrants was taking up employment away from home for limited periods, generally not exceeding six months, with a view to earning the particular sum of money which they had in mind. Each year more than 50 000 workers from Huambo and Bie went in search of work in Cuanza Sul, Benguela and Moçamedes, and from Malanje to Cuanza Norte and Uíge. As a result of this entirely spontaneous migration, undertakings which had previously engaged thousands of contract workers each year, such as CADA (Agricultural Company of Angola¹), now found sufficient workers among this spontaneous labour. The Labour Institute was seeking to encourage this mobility, considering it the basis for changing the inadequate conditions of employment in rural areas and the clearest proof of freedom of labour. With reference to the public employment centres which were being established by the Labour Institute, the President of the Institute stated in the same report that the development of these centres in areas normally supplying labour would make it possible to replace professional recruiting within a period of two to three years. It had already been made known that professional recruiting would be abolished

¹ In 1961 the Commission of Inquiry was informed by the representatives of this company that between a third and half of its 10 000 workers were recruited.

within a brief period, so as to avoid surprise and consequential undesirable reactions among recruiters.

26. The Government provided a copy of circular 6/2DT/02/03 issued by the President of the Labour Institute on 28 September 1967 with a view to encouraging the mobility of labour. Referring to the requirements concerning the conclusion of written contracts laid down in the Rural Labour Code, this circular indicated that developments in the previous five-and-a-half years had in part made unnecessary the protection which these provisions were intended to give. If a worker did not wish to conclude a written contract, whether for psychological reasons or because he did not wish to bind himself for a fixed period without being able to see for himself the actual conditions under which he would be living or for any reason, it did not appear just to oblige him to enter into a written contract, even if the case fell within the relevant provisions of the Code. The conclusion of a written contract in accordance with these provisions should therefore be considered obligatory for employers, but optional for workers. In this way, if workers did not like conditions at the place of work (which they rarely knew at the time of signing the contract, since the place of employment might be hundreds of kilometers away), they would be able, subject only to giving the necessary notice, to find another employer or to return home. Referring to existing currents of spontaneous labour migration and to the efforts made by certain undertakings to increase the flow of such labour to their plantations, the circular stressed that such efforts were to be encouraged by the representatives of the Labour Institute, since they corresponded to the wishes of the Institute, would benefit both workers and employers, and would remove the ground for criticism of the extent of recourse to written contracts which had been voiced by the ILO Committee of Experts on the Application of Conventions and Recommendations in its report of 1967. Accordingly, the circular provided—

- (a) that no legal or administrative difficulties should be placed in the way of travel by workers to seek employment;
- (b) in practice, the obligatory conclusion of a written contract should be required only where there had been direct or indirect intervention by professional recruiters;
- (c) if the workers did not wish to conclude a written contract and they had not entered into a formal undertaking with the employer, the provision of transport by the latter should not make the conclusion of a contract obligatory;
- (d) notwithstanding the diminished supervision which would result, it was highly desirable to encourage spontaneous labour mobility, and undertakings should be encouraged to pursue measures to this end.

27. As an illustration of existing spontaneous movements of labour, the Government provided a list of nineteen undertakings in the District of Cuanza Sul which at present employ no contract workers, relying exclusively on workers offering their services spontaneously.

28. The Government provided statistics of the development of public transport facilities, as a factor favouring labour mobility. The number of passengers transported by the railways increased from 1 349 980 in 1965 to 1 691 694 in 1969. A more marked increase has taken place in road transport services: between 1965 and 1969 the number of scheduled services increased from 90 to 341¹, and the number of passengers from 766 771 to 4 644 681.

29. As a further indication of the present situation regarding freedom of labour, the Government provided certain extracts from the press of Angola, dating from 1965, 1968 and 1970, referring to the problem of vagrancy and unemployment, and a statement by the President of the Court of Appeal at Luanda that in the period 1960 to 1970 there had been 110 convictions for vagrancy in the whole of Angola.

30. As additional evidence of official policy regarding the elimination of recruiting, the Government supplied copies of press reports of the speech made by the Provincial Secretary

¹ A list of the road transport services existing at 31 December 1968, with an indication of the distances covered, is set out in the statistical yearbook of Angola for 1968, pp. 270-274.

of Health, Labour, Social Security and Welfare on 13 April 1970, on the occasion of assumption of office by the new President of the Labour Institute. Referring to the work of the Labour Institute in regard to workers subject to the Rural Labour Code, the Provincial Secretary stressed two aspects: the employment service and the projected arrangements for accelerated vocational training. In regard to the former, he was reported to have made the following statements: "The employment service, which is functioning only in some urban centres, will have to be extended at least to all places where there is excess manpower requiring to be placed in employment, and will have to be organised in such a manner as to be able to absorb this manpower, acting as a suitable intermediary between workers to be placed and employers needing labour. I believe that only in this way will it be possible to eliminate the present system of recruiting and the unsatisfactory features attached to it. If a serious effort is made to this end—and I am sure that it will be—not only will it be possible to improve working conditions, but employers will also benefit from the elimination of unnecessary expenses which they now have to bear."

31. The Government supplied an information note setting out the preamble of a draft decree to reorganise the labour administration services in the Overseas Provinces, which has been submitted to the Overseas Council for consideration. Part of the proposed legislation is devoted to the reorganisation of employment services. The preamble sets out the objectives of the proposed legislation in this regard, which are, *inter alia*, "to adopt, as far as possible, the standards of international Conventions and Recommendations in the field of employment policy, recruiting, vocational guidance and vocational training" and "to promote the gradual extinction of private recruiting services carried on with a view to profit".

32. During discussions at the Labour, Social Security and Social Welfare Institute in Luanda, reference was made to the above-mentioned draft legislation. It was stated that it was contemplated to eliminate recruiting over a five-year period, parallel with extension of the public employment service. Reference to this policy was also made by the Government's representatives during visits to various professional recruiters, as indicated below.

(c) *The Recruiting Process.*

33. The recruiting of labour is subject to detailed regulation under the Rural Labour Code, 1962 (sections 149 to 184). Public services may recruit workers directly through employees appointed by the provincial or district governor. Recruiting for private undertakings is subject to a system of annual licensing, with distinct provisions regarding direct recruiting by undertakings and recruiting by professional recruiters. The Code also contains detailed provisions concerning the conclusions of written contracts of employment and the attestation of such contracts by a public official (sections 12 to 22).

34. During discussions at the Labour, Social Security and Social Welfare Institute in Luanda, it was stated that at present recruiting was practically always carried out by professional recruiters. The main movement of recruited workers was from the Huambo-Bie area to the coffee plantations in the north, in the Districts of Uíge and Cuanza Norte. Although these two districts had large populations, the people worked on their own land and did not seek wage-earning employment, thus making it necessary to bring workers from elsewhere. It was thus clear that no pressure of any kind was being exerted on the population of the coffee-growing areas to work on the plantations. The coffee plantations did not have their own recruiting facilities, and therefore had recourse to professional recruiters. There was no indication that the latter resorted to improper pressures.

35. Detailed information concerning the operation of the recruiting system was obtained during visits to the Huambo and Bie Districts. At the offices of the Huambo District Delegation of the Labour Institute, at Nova Lisboa, attention was drawn to various statistics previously supplied regarding the recruiting of workers in the District of Huambo. Full particulars were supplied of the seventeen professional recruiters who were licensed to operate in the District in 1970 and of the distribution in the various administrative subdivisions of the 470 licensed agents employed by them. A number of documents relating to labour inspections and the investigation of complaints were produced. One complaint, received from a traditional chief, alleged that sixteen workers from his village had been

recruited without observance of the requisite formalities; it was being investigated. It was stated that in 1967 a group of contract workers had refused to work. An investigation had been made by the Chief Labour Inspector and two other inspectors. It had been found that there had been coercion in the recruiting of the workers. The licence of the recruiter had been revoked, and the administrative official involved had been removed from his post.

36. The District of Huambo has ten administrative areas, whose civil administrators act as Sub-delegates of the Institute. A visit was made to the Sub-delegate for Nova Lisboa. He stated that recruiters came to his office with groups of workers and presented a list of the workers and a contract for each worker. A copy of a list of thirty-five workers presented on 19 September 1970 was handed over. It indicates the reference number of each contract, and the name, age, home area, type of work, total wage and cash wage of each worker. The group in question was being engaged for work on coffee plantations in the District of Cuanza Norte, for a period of twelve months, at the rate of 520 escudos per month for adult workers (364 escudos in cash, 156 escudos in the form of food, lodging, medical care, etc.) and 332 escudos per month for workers under 18 years (182 escudos in cash, 150 escudos in kind). Provision was made for deferred payment of part of the wage on return to the area of origin. It was indicated that each worker had received a pre-contract payment which exceeded the statutory minimum (400 escudos) by 300 escudos, and that this excess would be repaid by a monthly deduction of 25 escudos from the wage. The nature of the basic diet to be provided was listed. The route to be followed in transporting the workers to the place of employment was indicated, with a note that transport during the night was prohibited.

37. The Sub-delegate stated that four copies of each contract were made. The original was kept at his office, one copy forwarded to the Labour Institute at Luanda, one copy given to the worker, and one copy to the employer. Before contracts were attested, he spoke to the workers to see whether they knew the conditions: where they were to work, the duration of the contract, the amount of the wage and the amounts of the cash wage and of the benefits in kind, the nature of the work, and other conditions regarding food, lodging, amount of advances, free transport, prohibition of transport at night, right to weekly rest and public holidays. He also sought to ascertain that they were going of their free will. He spoke to the workers as a group, but would ask individual workers specific questions. There were too many for individual questioning. The workers had to be medically examined before the contracts were presented for attestation. In 1968, 14 711 contracts had been attested by this Sub-delegation, and 14 098 in 1969.

38. The Sub-delegate stated that, in one case, a group of about thirty workers, after being questioned by him, had decided not to go. They had not been properly informed of the conditions of employment. The recruiter was told that, if this happened again, his licence would be revoked. The loss of the contracts and expenses incurred had probably cost him 30 000 escudos. The Sub-delegate provided a copy of a letter dated 28 August 1970 addressed by a recruiter of Nova Lisboa to an employer at Bango-Quilombo, informing him that a group of workers, when presented for attestation of their contracts, had refused to go, and pointing out that this incident made it necessary to make certain changes in the treatment of workers which the recruiter had already recommended.

39. The Sub-delegate stated that the records of recruiting operations were checked by the Labour Institute, to ensure that the conditions of recruiting licences were being respected. If workers had complaints about conditions at the place of work, they normally addressed themselves to the authorities in that area. In one case, however, the workers had left the place of work and had gone to the authorities of the area where they had been recruited to complain that conditions were bad. In certain cases, workers wrote to the Sub-delegate of the area of origin, or even to the recruiter, to complain that conditions were not being respected.

40. The Sub-delegate stated that the people were progressively emancipating themselves from chiefs. When necessary, they would go directly to the administrative authorities. In any event, the chiefs could no longer exert pressure on workers.

41. A visit was made to three professional recruiters who have a common transit camp at Nova Lisboa and common transport arrangements under the name of ACMOL. They produced their licences for 1970. Two of them had been authorised to recruit up to 10 000 workers each, the third up to 5 000 workers. The first had been acting as a professional recruiter since 1951, and this was his exclusive activity. The second had been recruiting since 1953; he had previously been a trader, but had devoted himself solely to recruiting for the last two years. The third had been a recruiter since 1958. Their premises—which they stated to belong to them—were inspected, consisting of dormitories with double-tier beds (with mattresses and blankets), refectory, kitchen and sanitary facilities. They stated that they had altogether nineteen buses for the transport of recruited workers. The use of buses, in the place of lorries, had been introduced in the last five years. Two of the buses were at the camp; they were of modern type (photographs of such buses—some of them belonging to the ACMOL group—were published in the Bulletin of the Angola Labour Institute, *Trabalho*, No. 21 (1968)).

42. The recruiters stated that they had been told by the Labour Institute to recruit only for employers offering suitable conditions. They received from the employer 1 500 escudos for each worker recruited. Out of this they had to pay the cost of transport (which averaged 500 escudos for the journey outwards and the return at the end of the contract). Workers had to be housed and fed while waiting for departure (normally for two or three days) and during the journey (two days each way). They had to pay the pre-contract bonus. The law provided for a minimum pre-contract payment of 400 escudos, which was not repayable. In practice they gave 700 escudos, of which 300 escudos were recovered by deductions from wages. They had also to pay for medical examination, stamp duties and other formalities (about 100 escudos per worker). They estimated that they made a net profit of about 80 escudos per worker.

43. The recruiters said that they always recruited for the same employers, mostly for the coffee plantations in Northern Angola and for the Manganese Company in the District of Cuanza Norte. They did not recruit for ports, railways and other public services, except the Settlement Board (for work in connection with the preparation of land for settlement). They had a number of agents (respectively 84, 66 and 21). They paid these agents a monthly remuneration of 2 500 to 3 000 escudos, and at Christmas gave good agents a bonus of from 10 000 to 20 000 escudos. Some agents worked solely as such. Others were traders or farmers. Formerly, the recruiters would go to the villages to seek workers. Now workers went to seek work from the agents, who lived near them and whom they knew. This had been the practice for the last five to six years. At times the recruiters could not meet all requests of employers, because workers might not wish to go to a particular employer. A worker generally said where he wanted to go. When the recruiters applied for renewal of their licence (each year), they had to give a list of the employers for whom they had recruited. Workers came to the transit camp or to one of the recruiters' agents and were shown a list of employers looking for workers. The worker would choose the employer he wanted to work for, and would indicate the time at which he would be ready to leave, after having settled his affairs at home. The agent and the worker would sign a provisional promise. The agent would give the worker 400 escudos, the pre-contract bonus, the remaining advance of 300 escudos being paid on signature of the contract. Generally, workers kept their word. If they refused to come, the agent would try to persuade them to repay the bonus, and generally they would do so. The recruiters received from their agents lists of the workers who had entered into a promise of contract. When enough workers were available, buses went to fetch them. The workers underwent a medical examination, and the contracts were signed. The recruiter then took them to the local Sub-delegate of the Labour Institute. The Sub-delegate interrogated the workers, to find out whether they were going voluntarily. It had happened that at the last moment a worker had changed his mind, and had not gone. He might then choose another employer. Many workers came back for further contracts, for a second, third or fourth time. The recruiters rarely received letters from workers with complaints. They had received letters from the Labour Institute indicating that there had been complaints about particular employers, and asking them to make sure about the suitability of conditions.

44. Asked about the earlier period when they went to the villages to seek workers, the recruiters said that when they arrived in a village, by jeep, a group of a dozen or so might be attracted by curiosity, and then the recruiter would explain opportunities and ask if anyone wanted to come for different types of work. They had not asked the "soba" (chief) to intervene. If agents wanted to use sobas to oblige workers to go, there would be no result, because workers would not go away against their will, and they would no longer respect their soba. The sobas now had no power over the workers. This had been the situation throughout the time that they had been recruiting.

45. The recruiters stated that they had been told by the Labour Institute in recent years that the intention of the authorities was to do away with recruiting, and that they should direct their future activity towards operating as transport undertakings. They had been told this by the former President of the Labour Institute, Dr. Mendes, and by the present President, Dr. Paula. Asked about the feasibility of changing their activities so as to work solely as transport undertakings, the recruiters stated that this would be possible, and would in fact be more profitable. They would however have to obtain licences to operate as transport undertakings. Dr. Paula, the President of the Labour Institute, who was present, stated that the Labour Institute would do everything to ensure that the public employment service would be a reality. The Labour Institute's policy was to bring about the complete elimination of recruiting. It would also do everything in its power to see that the recruiters could obtain transport licences. Dr. Paula stated that workers placed in employment by the public employment office at Luso had already been transported in recruiters' buses.

46. A copy of the form of promise of contract used by one of the recruiters in the ACMOL group was handed over. It indicates that it is valid for thirty days from the date on which it is made. It gives the name and recruiting licence number of the recruiter, and the name and licence number of the recruiter's agent. It indicates the monthly wage and the period of service, and states that all the other rights and benefits provided for in the Rural Labour Code will apply. It provides for insertion of particulars of the worker, the date on which he is to leave, and the bonus payment received. At the foot, the form has a note in the following terms: "The bearer may not be taken for services for public purposes during the validity of this promise". This note was noticed only subsequent to the visit to the recruiter in question. I thereupon requested the Government to provide clarification of the purpose and legal effect of this footnote. I was informed that the note had no legal effect, but that instructions had been given by the Governor-General of Angola that the recruiter should discontinue the use of this form.

47. At the ACMOL transit camp, there was a group of workers returning from work on the coffee plantations at the end of their contract. Others were waiting to leave at the beginning of their contract. One of the returning workers said that he came from Silva Porto (District of Bie). He had been away for the second time to work under contract. This time he had been to a different employer. He preferred the first employer. The second one did not treat his workers well. He would not want to go away as a contract worker again. When he had been engaged he had gone to the agent, a trader, 8 kms. from his home. He had then received 600 escudos. At the plantations, he had received 100 escudos a month, and would receive the remainder from the administrator—about 4 000 escudos. He had been working on task work. Work started at 7 a.m. Some workers would finish their task by midday, others by 2 p.m. Two of the workers who were leaving at the beginning of their contract said they had already worked under contract before, one of them once, the other twice. The latter, who was 20 years old, said he had received a pre-contract payment of 600 escudos, which he had given to his mother. He was going to work to earn money to buy things. He had gone to see the agent, a farmer, to seek work. He knew to which employer he was going, and the wages paid.

48. At Nova Lisboa, a recruiter's agent was visited. She was a middle-aged African lady, with a small store near the Labour Institute's transit centre and employment office. She produced her licence, valid to the end of 1970. She said that she recruited about 300 workers a year. The highest number had been 600 in one year. The professional recruiter for whom she acted as agent paid her 2 700 escudos a month, and a bonus at the end of the year of from

8 000 to 10 000 escudos. She did not go to the villages to look for workers. The workers came to her, because they knew of her activity. She was known to them as "la Mama". When they came, she told them the conditions of work and that the wage was 20 escudos a day. She had been twice to visit the undertakings for which she recruited. She went there at the recruiter's expense, so that she would herself know the conditions and be able to explain them to the workers. Many workers went away under contract repeatedly, only coming home for brief periods, a few weeks or a month. When they came to her, they stated where they wanted to go, either because they had been there before or because they had been told about the work by other workers from their village.

49. Prior to arrival at Nova Lisboa, a halt was made at the town of Cuma (District of Huambo). A man was interviewed in the street. He said he had come there from his village to seek work in the coffee plantations. He had just seen the agent at Cuma and signed the promise of contract, a copy of which he produced. He had received a payment of 750 escudos. He would be going for twelve months, and would receive a cash wage of 364 escudos a month. He was 22 years old, and had already worked once in the coffee region. He wanted to earn money to pay the bride-price for a wife.

50. On the road from Nova Lisboa to Vila Teixeira da Silva a group of road maintenance workers were questioned. They said they were employed by the Angola Roads Board. Some were earning 20 escudos, others 25 escudos a day. One of these workers had been working for the Roads Board for a year, another two years. They stated that they had never gone away as contract workers, because they did not want to do such work. At the same place, two recruiters' buses were stopped. One was collecting workers from their village, for the conclusion of contracts. The other was bringing back contract workers from the northern coffee plantations at the end of their contract. On the latter bus, a worker aged 26 years said that he had been away working under contract nine times. He had been paid 100 escudos a month during the contract, and would now receive 3 168 escudos. He said that in an accident in December 1969 he had cut off three toes. He produced official papers relating to this accident. A 15-year-old boy said that he was returning home from his second contract. He knew the amount of deferred pay he would receive. The bus had an authorised capacity of fifty-two. It was noted that it was transporting sixty workers. The matter was noted by the District Labour Inspector, who stated that proceedings would be taken for this violation in accordance with the procedures established by law.

51. At Vila Teixeira da Silva (District of Huambo), the transit camp of 4 professional recruiters was visited. It was divided into two sections. The premises on one side, with accommodation for 51 workers, belonged to one of these recruiters. The other section, with accommodation for one hundred workers, was run in common by the other 3 recruiters. The accommodation was similar in nature to the premises of the ACMOL group in Nova Lisboa. Two of the recruiters had licences to recruit up to 6 000 workers in 1970. They had respectively 33 and 43 agents. One of them had 3 buses, the other 7 buses for the transport of workers. The third recruiter had a licence for 3 000 workers and had 45 agents. He had bought 2 buses, which he was transferring to the drivers under a kind of hire-purchase arrangement. The fourth recruiter had a licence for 2 000 workers, 14 agents and 1 bus. Three buses belonging to these recruiters were outside their premises. They were modern buses, the newest one particularly well equipped, the seats having high, well-upholstered backs.

52. These recruiters said that they had been engaged in recruiting since the early fifties. It was their sole activity. One of them had formerly been a trader, but had transferred that business to a nephew. His recruiting activity had been increasing. Four years ago he had had a licence for 3 000 workers, now his licence was for 6 000. When he had begun recruiting, there had been some difficulty in finding workers, but in recent years he had never failed to find sufficient workers. If he had a licence for 8 000, he would have no difficulty in recruiting this number. If he needed 100 workers, 150 would come to ask for work. He recruited mainly for the coffee plantations, the Manganese Company (District of Cuanza Norte), and sugar plantations in the District of Luanda. He paid his agents between 2 500 and 3 000 escudos a month, according to the services rendered, and at the end of the year gave a bonus to those

who deserved it, of 5 000, 7 000 or 10 000 escudos. He did not give the agents a specific number of workers to recruit, but took whoever came until the required number was reached, and then told the agents to stop recruiting. He made a net profit of 80 to 100 escudos for each worker recruited. The recruiter with a licence for 3 000 workers said that he had asked for a licence for this number because he expected that the demand from the employers for whom he recruited would be in this region this year. The recruiters said that they now made a pre-contract payment of 700 escudos to each worker. In certain earlier years they had had to give more, up to 1 000 escudos.

53. The recruiters said that in 1967 they had been invited to a meeting in Luanda with Dr. Mendes, the President of the Labour Institute at the time. He had told them that official policy was to end recruiting; if they would co-operate in ensuring improvement in conditions of employment and the elimination of grounds for complaint, they would be allowed to continue their activity for the time being, although in due course it would have to end. Dr. Mendes, who was present, repeated that the Government's policy was to eliminate recruiting over a period of four to five years. He recalled that he had advised them to transform their business into transport undertakings. The recruiters confirmed that this had been suggested, but hoped that they would still be permitted to continue recruiting for some time. While the change-over to transport undertakings would be possible, there would be some difficulties. Dr. Paula, the present President of the Labour Institute, who was also present, stated that the Labour Institute intended not to allow any increase in the number of workers permitted to be recruited.

54. At this transit camp, four workers who were about to leave at the beginning of their contract were interviewed. They had come from a village about 40 kms. away. One of them (20 years old, married) said he had worked under contract before, and since then had been twice on his own to work in Luanda (when he had earned 25 escudos a day for the first time and 40 escudos the second time). He was going away again under contract, because he preferred to do this. When he returned, he would receive 3 168 escudos in deferred pay.

55. This amount of 3 168 escudos as deferred pay to be received at the end of a contract was mentioned by a considerable number of workers, and appeared to be generally known to those considering going away to work under contract. It was explained by the representatives of the Labour Institute that it was based on the following calculations. The monthly wage was 520 escudos (26 working days at 20 escudos). Of this, 30 per cent was deducted for board and lodging, as permitted by the minimum wage legislation, leaving a cash wage of 364 escudos a month. A payment of 100 escudos was made each month during the contract period, leaving an amount of 12 times 264 escudos—3 168 escudos—to be paid in the form of deferred wages.

56. A visit was made to a recruiter's agent in the village of Numbo, 18 kms. from Vila Teixeira da Silva. It is a trading centre with four stores. Two of the traders are recruiter's agents. The one interviewed stated that he recruited between 200 and 300 workers a year. The recruiter paid him 2 500 escudos a month, and a year-end bonus. Last year, when he had recruited 250 workers, he had received a bonus of 20 000 escudos. He had been at Numbo for ten years. He earned more from his work as a trader than from recruiting. He produced the book of printed forms of promise of contract which were signed when workers came to be recruited. The form mentioned a wage of 20 escudos a day, and provided for a pre-contract payment of 750 escudos. The agent stated that workers came to see him when they wanted to go to work under contract. He did not go round asking workers to come. If he did that, workers would think that he wanted something from them and ask for more in return. He recruited workers mainly for the coffee plantations. When the promise of contract was signed, the worker indicated the date when he would be ready to leave, which was stated in the promise. When the recruiter was ready to collect the workers, he informed the agent of the date on which his bus would come, and the agent in turn informed the workers. The agent said that he did not give credit to persons buying in his shop.

57. A group of men outside another store nearby was questioned. An old man said he had been away under contract five times. The last time he had received 1 800 escudos in deferred pay on returning home. A younger man had been away twice, to work in coffee

plantations. He had returned from his last contract a month before. He had received an advance payment of 800 escudos, 3 escudos a day during the contract, and 3 062 escudos on his return home. With this money he had paid two years' tax (380 escudos a year), and had bought clothing for himself and his family and beer. He would go away again under contract when he had cultivated his land. He had been engaged by the agent who had previously been interviewed, and would go to him when he wanted to go away again. The clothing bought on return from his last contract had been bought partly at Vila Teixeira da Silva, partly at the agent's store. The first time he went away, he had needed money, and had gone to the agent to ask for work.

58. Two further professional recruiters were visited at Chinguar (District of Bie). The first one had a transit camp with accommodation for 82 workers. In 1969 he had had a licence to recruit up to 8 000 workers, and had reached the figure of 6 800. For 1970 he had a licence for 10 000, and expected to recruit between 8 000 and 9 000. He had asked for more in applying for the licence for this year because he expected to get more requests from employers. One of the undertakings for which he recruited was the Cassequel Company. It had this year asked for 250 workers, and they had already been supplied. At present there were 25 workers at the camp, who would leave the following day for the coffee plantations, together with 27 who were living locally and therefore spending the night at home. The contracts had already been made. When this transit camp was visited, the workers were just finishing their evening meal. The refectory was full of smoke which had come there from the kitchen. The recruiter said that he realised that these arrangements were not adequate, and that he proposed to build a new, separate kitchen. A bus used for the transport of workers, seen outside the camp, was similar to those seen previously.

59. The workers at this camp were interviewed as a group. One of them said that he had received an advance payment of 700 escudos, would earn 100 escudos a month, and receive 3 800 escudos on returning home at the end of 12 months. He had already worked twice in the coffee plantations under contract, and once before that for the Sugar Company. He was going away to earn money for the family and to buy cattle. To get work, he had come to ask for a contract. Another worker said he had come there to look for work. He had been away twice before, working in coffee plantations. On his return, he would buy cattle and clothing. Another worker said that he had worked four times under contract for the Cassequel Company—in 1967, 1968, 1969 and 1970. The first three contracts had been for twelve months, the last one for six months. He had been well treated. He was now going to work in coffee plantations. He had wanted to take work, and there was at present no work at Cassequel. He did not mind whether he worked for Cassequel or in coffee plantations. He would make the contract the following day. The workers usually received a copy of the contract when they went away to work. He had had a copy of his contract when working for the Cassequel Company. The group of workers said they knew what wages they would receive. They were going of their own will. The "sobas" did not compel them to go. They would not obey any such order. When they went to get work, they did not ask the "soba" for permission. They would not go to see him when they returned.

60. The other recruiter at Chinguar had a licence to recruit up to 10 000 workers in 1970. In 1969, with a licence for the same number, he had recruited about 8 400. During 1970, up to 14 October, he had already recruited 7 400, and expected to reach 9 000. He did not expect to exceed this figure, because the requests from employers would not be greater. He recruited workers for the Sugar Company, the coffee plantations and various other undertakings. There were no workers at the camp that day. He would be collecting some tomorrow. The camp had accommodation for 120 workers, and was spacious and well equipped.

61. A visit was also made to a recruiter at Silva Porto (District of Bie). He had a licence for 2 000 workers. He did not have his own accommodation for workers, and used the Labour Institute's transit centre for this purpose. He had ten agents, whom he paid 2 500 escudos per month, plus a year-end bonus. A group of ten workers whom he had recruited was waiting to leave for banana plantations in the District of Luanda. They came from the vicinity of Silva Porto, and said they had come there to ask for work. They said that they had worked for the same undertaking before, and were well treated there. One worker said

he had been there five times already, and had come home from his last contract fifteen days ago. The workers' contracts were for twelve months. They had received a bonus of 400 escudos. Their wages would be 20 escudos a day. They would receive 100 escudos a month during the contract, and the rest on their return. One worker said that his last contract had been for fifteen months, and he had received 4 700 escudos on his return. This time he was going for twelve months.

62. At the Labour Institute's transit centre at Silva Porto a group of about twenty workers was waiting to leave on contract, for work on sisal plantations in the District of Cuanza Sul. They said they had all been there before working for the same employer. They were well treated there and had no complaints. They came from the Silva Porto area. When they went away for the first time, they had come to see the recruiter to ask for work. They had done the same this time. The recruiter did not come to ask for workers. When they returned from a contract, they received their deferred pay from a representative of the employer, in front of the Sub-delegate. They were going away for twelve months, and would earn 20 escudos a day. They had received a bonus of 400 escudos.

63. Further information as to the manner in which labour is engaged was obtained during the visits to particular undertakings. The relevant indications will be found in the section relating to such visits, below.

(d) *The Position in Particular Undertakings.*

(i) *Publicly Owned Ports and Railways.*

64. The Government supplied statistics showing the composition of the labour force of publicly owned ports and railways and the remuneration of the various categories of labour in the period 1960-69. Visits were made to the Port of Luanda, to the administration of the Luanda port and railway, and to the port of Lobito.

65. *Luanda port and railway.* According to the statistics provided by the Government, in the port of Luanda the average number of recruited contract workers employed remained in the region of 800 from 1960 to 1966, and then declined to 221 in 1967, 247 in 1968 and 148 in 1969. The basic cash wage, which had remained at 200 escudos from 1960 to 1966, was raised to 300 escudos in 1967 and 1968, and to 364 escudos in 1969 (in addition, the workers received clothing, board and lodging, and overtime pay). The average number of ordinary dockworkers engaged under oral contracts of indefinite duration increased from around 100 in 1960 and 1961 to 515 in 1962; there was a further significant increase from 714 in 1966 to 1 019 in 1967, the number rising to 1 313 by 1969. The average monthly remuneration of these workers (basic pay, family allowances and overtime) was 810 escudos in 1960, 922 escudos in 1966, 1 110 escudos in 1967 and 1 475 escudos in 1969. There has been a particularly marked increase in family allowance payments; in the earlier years the average payment per worker was in the region of 1 000 escudos per annum, whereas in 1969 the yearly average reached 3 300 escudos per worker.

66. In the Luanda railway, recruited contract workers have been employed for work on the permanent way and general works. The average number gradually declined from 976 in 1960 to 703 in 1967, 632 in 1968 and 579 in 1969. Their cash earnings in this period reflect the same basic rates as were in operation for the contract labour employed in the port.

67. The Director of the Luanda port and railway stated that in the port workers were no longer engaged under written contracts. Their wages were paid wholly in cash. In Luanda there was no difficulty in finding workers. Along the railway line, the situation was not so simple. In certain areas along the line, the population density was low, the climate was not so good, the work on the permanent way was heavy and not popular, and there was competition from employment in the coffee-growing areas nearby. Therefore the railways had found it necessary to increase wages, and were also introducing mechanisation in the maintenance of the permanent way. Recruiting for the railways had until now been carried out by professional recruiters. Instructions had recently been given to these agents not to recruit any more workers. A copy of a telegram sent on 28 September 1970 to the Chief of the Third Section of the Permanent Way was produced, reading: "The lists of contract workers

whose contracts end between now and the end of the year are not to be replaced". The official register of telegrams sent was produced to prove its despatch. The Director stated that, at the same time, it had been decided to increase wages to enable the railways to attract a sufficient volume of labour. It was not proposed to use the public employment service. The railways would rely on workers offering their services directly at various places along the line.

68. Copies of recent decisions affecting wages of unskilled workers employed by the Luanda port and railway were supplied. On 4 July 1970, by Decision No. 28/DS/70, the wage rates applicable to these workers were revised. These workers are divided into five categories whose wages were fixed respectively at 600, 750, 900, 1 100 and 1 300 escudos per month. The corresponding daily minimum rates were fixed by Decision No. 31/DS/70 of 10 July 1970, at 23, 28, 34, 42 and 49 escudos. In a proposal submitted on 30 September 1970 to the Director of the Luanda port and railway by the Chief of the Permanent Way and Works Section, reference was made to discussions which had taken place with representatives of the Labour Institute and to the fact that, by reason of the nature of the work in the Permanent Way and Works Section, it was necessary to pay wages which could compete with those of private employers in order to attract spontaneous offer of labour along the line. It was accordingly proposed that for this work a minimum daily rate of 42 escudos should be paid in the area from Luanda to Lucala and 28 escudos for the area from Lucala to Malanje (34 escudos for workers with long service). This proposal was approved by the Director of the undertaking on 30 September 1970. The latter's decision refers to the need to replace contract labour (involving the obligation for the undertaking to provide accommodation, food, clothing, towels, blankets, etc.) by workers engaged under contracts of indefinite duration and to the fact that this change had also been sought by the Labour Institute. It indicates that the daily minimum wages fixed by Legislative Instrument No. 3 907 of 7 May 1969 (30 escudos in the Luanda urban area, 17.50 escudos in the District of Malanje, and 20 escudos in the Districts of Luanda and Cuanza Norte) were insufficient to attract workers for work on the railways, which was heavy, exposed to sun and rain, and frequently had to be carried out outside regular hours. It was therefore necessary to pay higher wages to attract labour, and the Labour Institute should be asked to make this known among the population.

69. In the port office for engagement of workers, the official in charge stated that until 1960 there had been difficulty in finding enough workers. Then an experiment had been made, with the engagement of spontaneous labour from among the local population. The experiment had been successful, and now there was a very large number of workers offering their services. The port established a waiting list, from which vacancies were filled. The waiting list was produced, as well as records of workers maintained for accounting purposes. When the office was open to register workers on the waiting list, some 500 to 600 workers might come in a single day. The port no longer used recruiters.

70. In the port, a group of some fifty workers was interviewed. Asked whether any of them were contract workers, they stated that they were all voluntary workers ("voluntarios"). Various workers, chosen at random, were questioned. They stated that they received a basic wage of 34 escudos a day; in addition, they received a family allowance of 300 escudos a month for each child. It was stated that this allowance became payable after completion of six months' service. One worker, with six children, stated that, inclusive of overtime and family allowances, he received about 3 110 to 3 120 escudos a month. He had previously worked on his own land at Andulo, and had also worked in the building industry. He paid 140 escudos in rent. A second worker, who referred to the same basic conditions of remuneration, had been working there for three years. He came from Catete, and had previously worked as a shoemaker. He had been twenty-five years in Luanda. A third worker, referring to the same conditions, said that he was sharing accommodation with two other workers, with a total rent of 550 escudos a month. A fourth worker said he was earning 2 000 escudos a month. He was studying in the evening. He did not consider his earnings enough, because the cost of living was so high. He would prefer to work in private industry, where the wages were higher, the basic rate being 80 escudos a day. Although private undertakings did not pay family allowances, with overtime, bonuses, etc., one's earnings would be much higher there. Elsewhere in the port other individual workers were questioned. All

of them stated that they were working under oral contracts, and referred to the same rates of remuneration. A hoisting machine operator (an African, 36 years old) said he was earning 7 500 escudos a month. He paid 150 escudos a month in rent. He was a member of the Railway Workers' Union. A group of sailors on a small boat registered at Benguela were questioned. They said that they were working under oral contracts, earning 38 escudos a day.

71. The camp previously used for the accommodation of the Luanda port and railway's recruited workers was visited. It was empty and disused. Its future use was stated still to be under consideration.

72. *Port of Lobito.* According to the statistics supplied by the Government, the average number of recruited contract workers had declined from 797 in 1961 to 195 in 1964, but then rose again to 330 in 1965, 592 in 1967 and 590 in 1969. The basic cash wage (exclusive of food and overtime payments) remained in the region of 185 to 195 escudos a month from 1960 to 1967, but rose to 255 escudos in 1968 and 285 escudos in 1969. The average number of ordinary dockworkers engaged under oral contracts of indefinite duration increased from 133 in 1960 to 531 in 1962, 779 in 1965, 984 in 1968 and 1 098 in 1969. The average monthly remuneration of these workers (basic pay, family allowances and overtime) rose from 515 escudos in 1960 to 700 in 1966 and 820 escudos in 1969.

73. The Director of the port stated that recruiting of workers had been discontinued. He produced a copy of a telegram sent on 15 July 1970 to the recruiter previously employed (Norberto Marques, at the town of General Machado), stating: "Until order to contrary suspend supply of labour existing groups not to be replaced." He stated that, while it was hoped no longer to resort to recruiting, it remained to be seen whether sufficient spontaneous labour would remain available when the sowing season came. It was for this reason that the telegram had stopped recruiting until further notice.

74. The official in charge of the port office for the registration of workers stated that workers were no longer being recruited. He produced a waiting list of persons who had come to ask for work, containing about 150 names, from which vacancies were filled. He said that about fifty workers were taken on each month.

75. Various workers were questioned in the port. One worker came from 200 kms. away. He had worked in the port before, and had this time been working there for four months. He had come by bus, paying 140 escudos. He had never worked under written contract; this was not the practice among workers of his home area. He was earning 28 escudos a day. Another worker, whose home was in Lobito, stated that he worked as a carpenter, but was paid as a labourer, earning 34 escudos a day. He received family allowances for six children, and his total pay came to about 3 000 escudos a month. He had his own house. A third worker, 19 years old, had been working there since June. He had come by train, paying 59 escudos. He earned 28 escudos a day. He paid 85 escudos a month in rent (with two others). He was saving 500 escudos a month, and intended to return home in November, as he did not like regular work. Near a maize silo a group of workers employed by the Maize Corporation ("Gremio do Milho") were questioned. They came from Caconda (District of Huíla). They had never worked under contract. They earned 26 escudos a day. In the silo several workers from Balombo, employed by the port authority, stated that they were earning 23 escudos a day; the port authorities stated that they would see that these workers' wages were raised to 28 escudos, the general daily minimum. An assistant mechanic, with a basic wage of 72 escudos a day, earned altogether 3 400 escudos a month.

76. *Port of Moçamedes.*¹ According to figures supplied by the Government, ninety contract workers had been employed in 1961. Since then, the port has not employed contract labour. The average number of ordinary port workers engaged under oral contract of indefinite duration has risen from 21 in 1960 to 195 in 1969. The average earnings of these workers in 1969 (including family allowances and overtime) were 785 escudos a month.

77. *Moçamedes Railway.*¹ The average number of recruited labour declined from 661 in 1960 to 275 in 1962. Thereafter, for several years, no further contract labour was employed,

¹ These indications were supplied by the Labour Institute. The Moçamedes port and railway were not visited.

but in 1967 recruiting was resumed, the average number of recruited workers employed rising to 675 in 1968 and 1 052 in 1969. The average number of ordinary labourers employed under oral contracts of indefinite duration rose from 784 in 1960 to 1 391 in 1962, to 1 495 in 1968 and 1 753 in 1969. The basic cash wage of the recruited contract workers (exclusive of food, clothing and overtime payments) was 300 escudos a month in 1968 and 364 escudos in 1969 (the latter corresponding to the minimum daily wage of 20 escudos brought into force in 1969, less the permitted deduction of 30 per cent for benefits in kind). The average monthly remuneration of ordinary labourers working under contracts of indefinite duration (basic pay and family allowances but exclusive of overtime) was 580 escudos in 1968 and 632 escudos in 1969—compared with 340 escudos in 1961.

78. During discussions with officials of the Ministry of Overseas Affairs in Lisbon in May 1970, it was stated that the renewed recourse to recruiting by the Moçamedes railway was due to the development of the Cassinga iron mines, by the Lobito Mining Company, from which 6 000 tons of iron were to be exported in 1970. The mines had never had difficulty in finding labour, and had never employed recruited workers. The Moçamedes railway was being reconstructed to be able to carry the iron ore. Since the railway passed through arid areas, without a local population, and because the work involved moving from place to place, it had been necessary to recruit labour from elsewhere for the construction work, which would be finished in a few years.

79. *General decision regarding recruiting of workers for public services.* Among additional documentation supplied in Lisbon on 23 October, following the visits to Angola and Mozambique, was the photocopy of a proposal (No. 2DT/02/02/02) headed "Workers recruited through professional recruiters for public service" made by the Chief of the Labour Department of the Labour Institute of Angola on 8 August 1970, and approved by the Governor-General of Angola on 12 August 1970. The proposal recalled that the elimination of professional recruiting had been the constant aim of the Provincial Government, and that to this end the Government had already taken certain measures: by Decision No. 22/IT/65 of 10 September 1965, the Governor-General had prohibited the granting of new licences for professional recruiting; by decision of 12 January 1967, the Governor-General had ordered the termination of all recruiting licences for undertakings operating in Luanda; at the same time the Labour Institute had undertaken a campaign to persuade undertakings to give up professional recruiting and to attract spontaneous labour by appropriate wage policies, with particular success in the District of Cuanza Sul. As a result of these policies, the proportion of contract labour in relation to the employed labour force in Angola had fallen from 39 per cent in 1960 to 22 per cent in 1968. In spite of the results achieved, it appeared necessary to hasten this trend. A matter which gave rise to comment was the fact that, while there was a campaign to persuade undertakings to give up professional recruiting completely, certain public undertakings were continuing to recruit labour in this manner, even though this situation existed in only a small number of services and, within them, was limited to very sparsely populated areas. With a view to furthering the previously mentioned objective and reinforcing the campaign of persuasion, the Chief of the Labour Department considered it of the greatest importance that public services be prohibited from having recourse to professional recruiting as from 1 January 1971. As already indicated, this proposal was approved on 12 August 1970. The information gathered in the visits to the Luanda port and railway and to the port of Lobito indicates that, in these public services, measures on the lines proposed have already been taken.

(ii) *Diamond Company of Angola.*

80. The representatives of the Company explained that its practice had been to engage workers from the administrative area of Chitato (in which its mining operations were situated) under verbal contracts of indefinite duration on the basis of spontaneous offer of their services by the workers concerned. Workers from outside the Chitato area used to be obtained by recruiting, and the services of professional recruiters were used for this purpose. In 1967 this system had been changed: recourse to professional recruiters was discontinued, and the Company opened a series of offices for the engagement of workers from outside the Chitato area. These offices were at Nova Gaia (District of Malanje) and Cacola, Caungula,

Henrique de Carvalho and Nova Chaves (District of Lunda). Written contracts for a period of twelve months continued to be concluded with workers who offered their services at these offices. In November 1968 a new procedure was adopted, under which workers from outside the Chitato area were engaged under oral contracts of indefinite duration. They were however given a written statement of the conditions of employment, and signed on another copy of this document a statement that they had taken note of its contents. The Company's representatives produced copies of correspondence between the Company and the Labour Institute in 1968 in which the Labour Institute's approval was sought to this procedure and to the statement of conditions of employment. By letter of 29 August 1968, the President of the Labour Institute had indicated that he was in favour of the proposed procedure, since it would permit workers without written contracts to know better their conditions of service and the benefits to which they were entitled; he had also expressed satisfaction at the approach adopted by the Company in seeking, by the creation of new incentives, to replace contract labour by labour working under oral contracts of indefinite duration.¹ In August 1970 the engagement of workers outside the Chitato area had been discontinued altogether, and the previously mentioned offices closed. Since then the Company had engaged only workers offering their services spontaneously at the workplace, with uniform conditions for its entire labour force. The written statement of conditions was also no longer used, contracts being verbal in fact as well as in law. The Company's representatives produced correspondence showing that, at the request of the Bishop of Malanje, the Company had agreed on 1 October 1970 to make available, for use by certain missions, the premises previously used as employment offices in Cacolo and Nova Gaia.

81. The Company's representatives indicated that these measures regarding the engagement of workers had been accompanied by a series of improvements in wages and other conditions. They provided figures of the average number of African workers employed by the Company in the years 1960 to 1969 and the first eight months of 1970, according to the category of worker and the manner of their engagement, together with indications of their monthly wages. These figures are reproduced in table 3.

82. As indicated by these figures, in 1969 there was a marked increase in the number of workers classed as skilled and semi-skilled (from 183 to 2 719). The Company's representatives explained that this was due to the issue of regulations by the Governor-General of Angola on 5 September 1968 (published in the *Official Bulletin*, 1st Series, No. 233 of 2 October 1968), governing the conditions of employment of skilled and semi-skilled workers of the Company, with effect from 1 January 1969. The classification provisions of these regulations has resulted in their becoming applicable to a large number of workers who had previously been considered unskilled workers subject to the Rural Labour Code. This fact also explained the reduction in the average wage of skilled and semi-skilled workers in 1969 and 1970, since the much smaller number of workers previously within this category were the more highly skilled with proportionately higher earnings.

83. The Company's representatives indicated that there had also been considerable improvement in wage rates. The statistics provided show that the average cash wage of unskilled workers from outside the Chitato area, after remaining more or less static from 1963 to 1967, had increased by 50 per cent since then. Similarly, the average wage of adult unskilled workers engaged locally, after remaining in the region of 315 escudos a month from 1965 to 1967, had increased to 550 escudos a month in 1970 (an increase of almost 75 per cent). The Company's representatives supplied copies of various decisions concerning wage rates of unskilled workers adopted by the Company in recent years. The latest of these had taken effect on 1 October 1970. It provided for a minimum cash wage of 20 escudos a day, with higher rates (22.50 escudos, 25 escudos, 27.50 escudos and 30 escudos) according to the nature of the work. The minimum of 20 escudos was equivalent to the statutory

¹ The notion of "written contract" has a special technical meaning under the Rural Labour Code. The conclusion of such contracts is obligatory in certain circumstances, particularly for recruited workers, and attracts specified formalities such as attestation by the Labour Institute, medical examination, etc. A written statement of conditions of employment given to workers engaged under contracts of indefinite duration would not make them "workers with written contracts" for the purpose of the Code.

TABLE 3. DIAMOND COMPANY OF ANGOLA: AVERAGE AFRICAN LABOUR FORCE AND REMUNERATION
(IN ESCUDOS (\$)), 1960-70

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970 Jan./Aug.
<i>Workers subject to the Rural Labour Code:</i>											
I. <i>With written contracts:</i>											
(a) <i>Recruited by professional recruiters</i>											
Monthly average	7 952	8 553	8 327	7 231	7 535	7 415	7 563	—	—	—	—
Monthly wage—cash	\$159	\$199	\$208	\$253	\$253	\$253	\$253	—	—	—	—
—food	\$128	\$129	\$144	\$167	\$153	\$143	\$146	—	—	—	—
(b) <i>Direct engagement by Company</i>											
Monthly average	—	—	—	—	—	—	—	7 596	7 442	2 312	—
Monthly wage—cash	—	—	—	—	—	—	—	\$257	\$295	\$310	—
—food	—	—	—	—	—	—	—	\$193	\$212	\$266	—
II. <i>From outside CHITATO area, without written contracts</i>											
Monthly average	—	—	—	—	—	—	—	—	—	1 772	3 133
Monthly wage—cash	—	—	—	—	—	—	—	—	—	\$355	\$384
—food	—	—	—	—	—	—	—	—	—	\$257	\$349
III. <i>From CHITATO Region (oral contracts)</i>											
Adults—monthly average	14 180	15 349	16 033	16 348	15 974	16 450	18 299	19 643	20 317	19 190	19 509
Monthly wage	\$179	\$209	\$221	\$228	\$285	\$313	\$316	\$318	\$407	\$474	\$551
Minors—monthly average	1 324	1 627	1 639	1 591	1 055	882	880	894	915	659	543
Monthly wage	\$76	\$88	\$92	\$94	\$119	\$134	\$135	\$138	\$187	\$211	\$256
<i>Skilled and semi-skilled workers:</i>											
Monthly average	126	133	139	148	148	163	184	188	183	2 719	2 645
Monthly wage	\$1 175	\$1 171	\$1 284	\$1 449	\$1 602	\$1 670	\$1 850	\$2 443	\$2 620	\$1 511	\$1 561
<i>Total African labour force :</i>											
Workers subject to the Rural Labour Code											
—Adults	22 132	23 902	24 360	23 579	23 509	23 865	25 862	27 239	27 759	23 274	22 642
—Minors	1 324	1 627	1 639	1 591	1 055	882	880	894	915	659	543
Skilled and semi-skilled workers	126	133	139	148	148	163	184	188	183	2 719	2 645
Total	23 582	25 662	26 138	25 318	24 712	24 910	26 926	28 321	28 857	26 652	25 830

minimum wage. However, in addition, the Company provided housing and mid-day meals, free of charge.

84. The Company's representatives referred to a number of other improvements in the conditions enjoyed by their workers. In 1960, of the houses provided by the Company, 82 per cent were of the traditional type and 18 per cent were of durable construction. In 1970, only 11 per cent were of the traditional type and 89 per cent of durable construction. To improve the housing of single workers, the Company had built 418 dormitories, with accommodation for 3 794 persons. There had been no such dormitories in 1960. Conditions of work had also been made more attractive by increased mechanisation. Between 1960 and 1969 there had been a threefold increase in the total number of the main types of machines used in mining operations (from 140 to 427). The percentage of mining with manual shovelling had declined from 21 per cent in 1960 to 8 per cent in 1969. The nature of the terrain did not everywhere permit the use of mechanised excavation. There had also been a considerable development of educational facilities provided by the Company. The number of schools had increased from 25 (with 34 classrooms) in 1960 to 47 (with 67 classrooms) in 1969. The teaching staff had increased in the same period from 27 to 86, the number of children enrolled from 1 381 to 4 092 and adult students from 31 to 223. Domestic science courses for women had been started in 1966; 6 centres were now functioning. The Company's representatives recalled that its health services had been highly regarded by the Commission of Inquiry in 1961. They provided statistics of the further extension of these services. Other matters on which comparative figures for the situation in 1960 and 1969 were provided were the turnover in stores established by the Company, agricultural activities of the Company and purchases of produce from local farmers, stock-raising activities, sports and cultural activities.

85. Visits were made to two mining areas: Lucapa and Andrada. At Lucapa, the manager of the Lucapa mining area stated that mining in the area had been started eleven years ago, and there were now nine mining sites. There were 2 500 workers in the area, of whom 2 000 worked in the mines. Of the latter, 400 came from outside Chitato and 1 600 from the Chitato area. Two mines in the Lucapa area were visited: the Camutue Mine and Tchibaba Mine.

86. At the Camutue Mine, it was stated that no workers from outside Chitato were employed. A worker stated that he had originally been employed in prospection work, then in building work in Lucapa and in assistance to workers. He had been working in this mine for the past four years. He came from the local area, and had worked for the Company for thirteen years. His wage was 20 escudos a day, and he received a midday meal. He lived in his own house with his wife and three children, and still cultivated his own land. Another worker said he was earning 22.50 escudos a day. He came from a village two days' journey away on foot. He had come to the Company because he wanted to obtain work. A third worker had been employed by the Company for six years, and had previously worked for the Government as a labourer. His wages from the Company were a little higher than those received in government employment. His present wage was 20 escudos a day. He came from the Chitato area, and lived in his own house. A caterpillar driver stated that he had been employed by the Company for the past seven years. He had been trained by the Company. He had asked to be trained. He earned 2 000 escudos a month, and was governed by the regulations for skilled workers. He was entitled to fifteen days' paid holidays a year, and had already taken such holidays twice. He lived in a house provided by the Company, free of charge. Another skilled worker had started to work for the Company eleven years ago, as a labourer, and was now earning 2 400 escudos a month. An excavator driver stated that he was earning 2 700 escudos a month.

87. At the Tchibaba Mine, the mine manager stated that there were 250 workers at the mine. No workers were now engaged from outside the Chitato area, but there were still workers in the mine who had formerly been employed under written contracts and who had since stayed on. One worker said that he had come from Cacolo (about 350 kms. away) in 1968, under a written contract for twelve months, and had then decided to stay on. When he was first engaged, he had gone to see a white employee of the Company, 21 kms. on foot from his village. He had known where to find this employee. He had received 100 escudos on making the contract, had received 275 escudos a month during the contract, and 1 600

escudos at the end of the contract. He now earned 712.50 a month, and received free midday meals. He lived in a house of the Company, free of charge. He was engaged in digging gravel, which was considered as harder work. There were already many workers from the Chitato area in this kind of work. They were all paid the same rate of wages. Another worker, also from Cacolo, had been working for the Company for five years; he had been at the Tchibaba Mine for three months and was earning 30 escudos a day. A group of between thirty and forty workers said that they had all come with written contracts, but were now working under oral contracts. There were no longer any workers with written contracts. They had come because they wanted to come. They were satisfied with conditions. However, they asked to mention a complaint. They had paid their minimum income tax here (250 escudos). The tax authorities in their home village were asking for the tax to be paid there (350 escudos). They should not be required to pay tax twice, and the authorities should be told that they had already paid their tax. This matter was noted by the Company's representatives.

88. At the Company's office in Lucapa, four workers had come that morning to ask for work. One of them said that he had worked for the Company for twenty years. He had left two months ago to stay and rest at home. He had previously earned 500 escudos a month. The other three also said that they had already worked for the Company. A messenger at the office, 21 years of age, said he had been working for the Company for six years. He had started at 5 escudos a day, and was now earning 20 escudos a day. He attended evening school. At the Lucapa office, various notes from the Dundo office were produced, by which workers from outside the Chitato area who had previously worked for the Company and wished to stay on, after having had a month's holiday, were referred to the Lucapa group for consideration for employment.

89. In the Andrada mining area the Sambuise Mine was visited. Three workers from outside the Chitato area were questioned. They were from the area of Henrique de Carvalho. They had come from there by bus, and had paid 25 escudos for the fare. They were working here for the first time. An African employee of the Company had come to their village to tell them of the work. They had gone to the Company's office at Henrique de Carvalho. They had signed a written document, and had received 100 escudos for the fare, a blanket and a towel. They had been there seven months, and now earned 400 escudos a month, plus board and lodging. As they did not have their written documents with them at the mines, they were taken to Sambuise village, where they produced the documents. These were dated April 1970 and were in the form of the statement of conditions of employment which had been in use from November 1968 to August 1970. The cash wages were stated as 350 escudos a month for the first six months, 400 escudos a month for the next six months, and 450 escudos a month thereafter. Another worker questioned at Sambuise village, 20 years of age, said he was working in an office of the Company earning 800 escudos a month. An old man in the village asked to make a complaint; in the Company's housing they were not allowed to keep hens and other farm animals. The Company's representatives stated that workers were free to live in their own, traditional-type house, if they wanted to have livestock.

90. A number of workers were interviewed at the workshops in Andrada. A 20-year-old worker said he was a mechanic's mate, earning 20 escudos a day. He had been there a year. Previously he had been an apprentice carpenter at 5 escudos a day. He was continuing his studies. He came from the local area. His father worked for the Company as a carpenter at a wage of 1 800 escudos a month. Another worker said he had been working for the Company for twenty years. He had worked as a guard, and had earned 1 500 escudos a month. He had been working in the workshops for a year, and was now earning 20 escudos a day. As a guard, he had to be away from home a lot. When his father had died, he had decided to stay here, and so had taken his present job. Another worker said he had been born in the Congo, but had come here eighteen years ago, when he was 24 years old. He had first worked as a labourer, then in mine washing, and had worked in the workshops since 1952. He was earning 1 800 escudos a month. He had his own house. He was entitled to twenty days' holiday with pay each year. Another worker said he had been born in Luanda, and had entered the Company's employment in Luanda seventeen years ago. He was now 44. He worked as a blacksmith, and earned 3 250 escudos a month. He lived in a house of the Com-

pany, free of charge. He had six children. One of them, who was 25, was working in a bank in Luanda, and studying at the university in the evening. Another worker had come there, from the Congo, in 1940. He had started as an apprentice, and was now earning 2 400 escudos a month. He had a house of the Company, free of charge. Another worker, who had been in the Company's employment for six years, had been working in the workshops for three years. He was still learning a trade, and earned 20 escudos a day. Another worker had been working for the Company for eleven years, in the workshops. At the beginning he had earned 180 escudos a month. He now earned 1 400 escudos a month. He had his own house. Two guards, who had worked for the Company for eleven and thirty years respectively, stated that they were earning 500 escudos a month. Since this was less than the established minimum, their wages records were checked at the Company's office. From these records, it appeared that their wage was 25 escudos a day (650 escudos per month).

(iii) *Cassequel Agricultural Company.*

91. The Company supplied statistics showing the composition of its labour force as at 31 December from 1961 to 1969 and at 30 September 1970 (table 4):

TABLE 4. CASSEQUEL AGRICULTURAL COMPANY: COMPOSITION OF LABOUR FORCE

Year	Skilled workers	Unskilled workers			Total
		With written contracts	With oral contracts	Total	
1961	236	3 275	2 357	5 632	5 868
1962	239	2 674	2 090	4 764	5 003
1963	228	2 566	2 484	5 050	5 278
1964	262	2 204	2 830	5 034	5 296
1965	268	2 444	3 539	5 983	6 251
1966	280	2 401	2 936	5 337	5 617
1967	276	2 245	2 897	5 142	5 418
1968	291	1 335	3 460	4 795	5 086
1969	311	1 218	3 644	4 862	5 173
1970	330	1 202	3 150	4 352	4 682

92. The Company also provided statistics (table 5) of monthly cash earnings (in escudos) of these different categories of workers in the period 1961 to 1969 (contract workers received in addition free board and lodging and an engagement bonus; all categories received free medical care).

TABLE 5. CASSEQUEL AGRICULTURAL COMPANY: MONTHLY CASH EARNINGS

Year	Skilled workers	Unskilled workers	
		With oral contracts	With written contracts
1961	3 263	252	200
1962	3 240	261	200
1963	3 291	318	200
1964	3 637	350	200
1965	3 700	345	225
1966	3 690	376	225
1967	3 951	394	300
1968	4 065	506	300
1969	4 088	566	364
Percentage increase from 1961 to 1969	25.3	124.6	82

93. The representatives of the Company stated that it was the Company's policy to eliminate recruiting. With this end in view, the Company had decided to mechanise its operations as far as possible, particularly the loading of cane. Since 1967 its investments in new machinery had been as follows:

1967	1 859 000 escudos
1968	4 515 000 escudos
1969	9 417 000 escudos
1970 (to 12 October) . .	5 000 000 escudos

The Company's representatives stated that this mechanisation had already made possible a substantial reduction in the number of recruited contract workers employed, which in 1970 was only about half the number in 1967. At present roughly half of the operations on the sugar plantations were mechanised. There had been some delay in the delivery of machinery, but it was hoped that the mechanisation programme would be completed in the next two years, and that then no more recruited labour would have to be employed. For the time being, it remained necessary to recruit about 1 000 contract workers. Industrial development and the increase in jobs in the towns of Lobito and Benguela made it more difficult for agricultural undertakings to obtain labour, since workers preferred jobs in industry and services. It was for this reason that the Company continued to recruit workers, mainly from the areas of Chinguar and Balombo. These workers were engaged by two professional recruiters, for periods of six, nine or twelve months. The recruiters received from the Company 800 escudos for each worker recruited; they had to pay the engagement bonus of 400 escudos, the cost of formalities, transport, etc.; they earned net about 150 escudos per worker.

94. The Company's representatives stated that efforts continued to be made to attract labour from nearby areas through direct contacts with the population. The Company employed about 700 workers engaged as a result of these contacts. It had two employees who visited the villages in these areas to provide information about the employment available and to make arrangements for the transport of workers who wished to come. These workers were employed under oral contracts of indefinite duration. Such contracts were made only in areas near the Company's plantations, workers from more distant areas being obtained through recruiters. When workers left their village, they had to inform their chief ("soba"), but there was no direct contact between the Company's agents and chiefs. The latter did not tell workers to come. Workers came because they wanted to come. As an additional incentive, the Company paid an attendance bonus to workers who were absent for less than one hundred working days in a year. The Company had recently asked the public employment service for one hundred labourers. The request had been made only two weeks previously, and no results had yet been obtained.

95. The Company's representatives recalled that the Agricultural Company of Angola (CADA) had been the subject of very favourable comment by the Commission of Inquiry. That undertaking had now dispensed with recruited labour. While there was not a complete identity of ownership of CADA and the Cassequel Company, the majority of shareholders were the same. The social policy of the two companies was the same. In certain respects the Cassequel Company was more advanced, for example, in its medical services, where its proximity to urban centres made it easier to secure medical staff. However, work on sugar plantations was less pleasant than picking coffee, and the climate on the coast was not as good as at the higher altitude of the CADA plantations. These factors had enabled CADA to implement more rapidly the policy of replacing recruited labour by labour offering its services spontaneously and working under oral contracts of indefinite duration.

96. The Company's representatives also provided detailed statistics of the medical care provided in the period 1960 to 1969, and information concerning educational facilities, sports and cultural activities for its workers.

97. A group of about fifty workers was questioned in the fields. All except two were recruited workers with written contracts. Most of them came from the area of Balombo (District of Benguela); one worker came from Serpa Pinto (District of Cuando Cubango)

and another from Nova Lisboa (District of Huambo). Two contract workers had already worked here previously. The others stated that they were there for the first time. One of the workers who had previously worked there stated that he had received 400 escudos on signing the contract, which he did not have to pay back. He had signed on for twelve months. He received 75 escudos each month, and at the end of the contract would receive 4 000 escudos. This sum would be paid in his home area by a representative of the Company. He had not been compelled to come, but had come of his own will. The chief had not told him to come. He wanted to earn money to buy cattle. A second worker stated that he wanted to earn money to buy cattle. He had come under contract, because the family wanted money and the recruiter paid an advance and also because the recruiter provided transport. Workers who wanted to come agreed to come. Those who did not want to come stayed at home. He did not know how workers without written contracts came there. A third worker said he had come with two other workers from the same village. They had all received 400 escudos on signing their contract. They had come of their own will. The worker from Nova Lisboa said that he had received an advance of 500 escudos. The chief had not told him to come. He had come for nine months and received 67.50 escudos at the end of each month, and would receive 2 610 escudos when he returned home. He had worked there twice before since 1961. He had not come directly to ask for work because the recruiter provided transport. One of the workers who was working under oral contract of indefinite duration stated that he came from Quilengues (district of Huíla). He had paid to come by lorry. He earned 690 escudos a month, and did not receive housing or food. He had been working there for twenty-four years.

98. In one of the workers' camps, a group of thirty recruited contract workers was interviewed. They stated that they had gone to the recruiter to look for work. The recruiter came to the village to inquire whether people wanted to come. They had known where to find the recruiter, and could go there from their village in a day. With the exception of one worker, who had worked there once before, in the previous year, these workers were there for the first time. The worker who had worked there previously stated that, on returning home, he had bought a cow for 2 000 escudos. These workers said that they had come from Vila da Ponte (district of Huíla), for nine months. They produced their contracts, which provided for a cash wage of 300 escudos a month. They had received an advance of 600 escudos, none of which had to be repaid. They had gone to the recruiter to get work, as they wanted to earn money. A camp guard said he had been working there for seven years, and earned 600 escudos a month, plus free housing.

99. In another camp, a group of workers working under oral contracts was interviewed. A number of them were living with their families. One worker said that he had come from Chinguar (district of Bie) spontaneously, by train, paying 127 escudos for the fare. He cut cane and earned 660 escudos a month. Another worker had come from Ganda (district of Benguela), paying his own transport to Lobito. He had tried to find work in Lobito. There was no work there, and he had come to ask for work at the plantations. He had been there for four years, and worked as a weigher, earning 660 escudos a month. A third worker said he had previously worked as a contract worker in coffee plantations, in 1967; he had then received an advance of 600 escudos, and had been paid 100 escudos a month during the contract and 3 000 escudos at the end of the contract, which had been for twelve months. He had gone there of his free will. He had been working for the Cassequel Company since January 1970, in the factory. He earned 600 escudos a month, and did not receive food. He did not want to return to the coffee-growing region, because it was too far away. He was satisfied with conditions in his present employment. No one could be kept against his will.

100. Reference is also made to the statements made by a worker interviewed at Chinguar who had worked under contract for the Cassequel Company in the period 1967 to 1970 (paragraph 59 above).

(iv) *Portuguese Overseas Cellulose Company.*

101. This Company had been established in 1955, for the purpose of setting up a pulp and paper mill at Alto Catumbela, in the District of Benguela, some 200 kms. inland from

Benguela. The planting of eucalyptus forests was begun in 1957, the construction of housing, services and amenities in 1958, and the building of the mill in 1959. Production at the mill had started in 1962. The mill was extended in 1968. Under present development plans, 7 500 hectares a year are being planted.

102. The representatives of the Company stated that the Company now employed 6 000 workers. The Company had never recruited workers. All workers had come to offer their services, attracted by the wages paid. Originally skilled workers had been brought from Portugal, but local workers had been trained, and now, of the 700 skilled workers employed at the mill, about half were Africans. The factory workers were in stable employment. The forest workers would come in order to earn a particular sum, and then leave. The effective working strength was 4 000 but 6 000 were employed to make allowance for absenteeism. Workers could come to apply for work on two days a week (Mondays and Fridays). The minimum wage for unskilled workers paid by the Company was 20 escudos a day for forest workers and 25 escudos a day for factory workers. The statutory minimum wage for the region was 17.50 escudos.

103. In the mill and offices, various workers were questioned. Employment records of a number of workers were also produced. A telephone operator stated that he had started to work there in 1960, at a wage of 12 escudos a day. He had then worked as an assistant mechanic, and his wage had risen to 1 000 escudos a month in 1965. He was now earning 3 000 escudos a month. A factory worker said he had started as a forest worker at 15 escudos a day; a year later he had been earning 1 200 escudos a month, and his present wage was 4 000 escudos a month. A blacksmith said that he had started at 30 escudos a day, and was now earning 2 400 escudos a month. An electrician had been engaged in 1962 at 45 escudos a day, and his wage had been increased in 1963 to 1 600 escudos a month, in 1966 to 2 290 escudos a month, and in 1970 to 3 000 escudos a month. A gardener, earning 20 escudos a day, said that he came from a place 80 kms. away, and had been working for the Company since 1967. In the workshop for the checking of paper for defects, a number of African women were employed, at 50 escudos a day. A European woman in the same workshop was earning 40 escudos a day.

(e) *Public Employment Service and Related Services.*

104. The Government provided documentation concerning the development of the public employment service. A limited placing service began operating in Luanda, Lobito and Benguela in 1962. A more extensive structure was put into operation from January 1967. There now exist the following placing offices: Luanda, Benguela, Lobito, Nova Lisboa, Luso. The Luanda office is staffed by a chief, two placement officers, two investigators with powers of placement officers, a receptionist, a driver and a messenger. Indications have been provided of the division of responsibility among the staff, the procedures followed, and the forms used.

105. The following particulars of the number of work seekers registered and placed by the employment service in recent years were provided (table 6).

TABLE 6. WORKERS REGISTERED AND PLACED

Year	Luanda		Lobito		Benguela	
	Registered	Placed	Registered	Placed	Registered	Placed
1967	3 383	1 801	729	259	325	156
1968	4 383	1 805	709	302	364	147
1969	6 291	1 902	1 346	402	784	287
1970	5 916		945	453	997	397
	(Jan.-Sep.)		(Jan.-Mar.)		(Jan.-July)	

106. A placement office for rural workers was opened in Luso (District of Moxico) in 1969, on an experimental basis. In its first year of operation it placed 227 workers: 127 in Northern Angola, 50 in the Benguela District and 50 in the District of Moxico itself. It is contemplated to develop this service, and possibly to close the District of Moxico to professional recruiting in the near future.

107. Expenditure on the employment service increased from 111 485 escudos in 1967 to 521 695 escudos in 1969 and 437 817 escudos during the first half of 1970.

108. Among the further action contemplated in regard to the employment service is the extension of rural placing facilities with a view to the gradual elimination of professional recruiting. As has already been indicated, one of the purposes of the draft legislation submitted to the Overseas Council is the reorganisation of the employment services in the Overseas Provinces (see paragraph 31 above). This legislation would provide for a general increase in the staff of the labour administration. Apart from the labour inspectorate (for whose reorganisation separate provision would be made), the number of officials in the Angola labour administration would be increased from the 1969 figure of 142 to 176. No precise indication is given in the available documentation of the increases which would be made in the staff of the employment service.

109. The employment service has been organised within the framework of the Social Welfare Department of the Labour Institute. A related development, started in 1964, has been the establishment of transit centres for the accommodation of workers on their way to seek or to take up employment away from home. Such transit centres have been established at Carmona, Salazar, Sassa (Caxito), Quibala, Luanda, Alto Hama, Silva Porto, Luso, Nova Lisboa, Pereira d'Eça and Artur de Paiva, and are intended to be used also as placing offices of the employment service. The Government provided a photographic record of the work of the Social Welfare Department, including photographs of the various transit centres, placement offices, workers' canteens, workers' housing schemes, holiday centres, etc.¹

110. During my stay in Angola, I visited a number of the above-mentioned institutions. In Luanda, a visit was made to a complex of buildings belonging to the Labour Institute, comprising a public employment office, a handicrafts centre, a workers' transit and holiday centre, and a workers' canteen. At the employment office, the staff were presented, and the system of recording applications, placings, etc., explained. The Luanda employment office deals primarily with skilled and semi-skilled workers, but a register is also maintained of unskilled workers seeking employment. The handicrafts centre has been established as part of the work of the Social Welfare Department, with a view to promoting traditional handicrafts. Objects are bought from craftsmen throughout Angola and are sold at the crafts centre, which also has a catalogue for export purposes. The transit centre provides accommodation for workers in search of employment, and is also available for workers on holiday. The workers' canteen was stated to serve between 3 000 and 4 000 midday meals a day. Two types of meals are available: a European-type meal for 5 escudos, and an African-type meal for 2.50 escudos. Various workers employed in industry, pharmaceutical firms, etc., were interviewed at the canteen. The lowest wage mentioned was 30 escudos a day (which is the officially fixed minimum in Luanda).

111. At Lobito, the public employment office was visited, and information supplied concerning its operations, including a copy of the report for 1968 made to the President of the Labour Institute. Various workers (Africans) were waiting to be interviewed. One of them said he wished to obtain work in the port. Another young worker came to inform the placement officer that he had been accepted in the employment to which the office had referred him. The Workers' Holiday Centre at Lobito was also visited.

112. A visit was made to the transit and holiday centre for workers at Nova Lisboa. There are places for 300 workers. The price for accommodation is 5 escudos per night.

¹ A set of photographs concerning action in these fields had previously been published in the quarterly bulletin of the Labour Institute of Angola, *Trabalho*, No. 21 (1968), pp. 55 to 136.

Figures were provided of the numbers accommodated from May until 11 October 1970. The total number for this period was 10 845 of whom 3 714 were workers recruited by professional recruiters and 7 131 workers who had not been recruited. It was stated that, although professional recruiters had their own accommodation, they used the transit centre when the numbers to be accommodated exceeded their capacity. The non-recruited workers included 224 who had found employment through the Luso public employment office and were travelling to the place of work on their own account, and 155 who were returning to Luso at the end of such employment. The transit centre also houses the Nova Lisboa employment office. In September 1970 the employment office had registered 295 applicants and placed 64 (of whom 19 were office workers and 34 skilled workers). These workers were mainly Africans. Other transit centres visited were those at Alto Hama (in the District of Huambo, some 60 kms. north of Nova Lisboa) and at Silva Porto (District of Bie). The transit centre at Alto Hama had been opened in January 1970, with accommodation for 200. The centre at Silva Porto had been opened in 1969, with accommodation for 80. In both cases, it was stated that it was intended to set up employment offices at these centres.

113. The various transit centres visited were of similar type, consisting of dormitories with double-tier beds (with mattresses, pillows and blankets) and individual lockers, sanitary facilities, kitchen and refectory. They were all of recent construction and appeared to be well maintained.

(f) *Wages.*

114. A series of minimum wage measures relating to workers subject to the Rural Labour Code have been adopted in recent years. By a decision of 21 January 1967 (published in the *Official Bulletin*, 1st Series, No. 3 of 21 January 1967), the Governor-General of Angola established a daily minimum wage of 25 escudos for workers over 18 years in the city of Luanda and surrounding area. This decision was replaced by a decision of 3 September 1968 (published in the *Official Bulletin*, 1st Series, No. 208 of 3 September 1968) which fixed the following daily minimum rates for workers over 18 years employed in commerce, industry or services: 30 escudos in the towns of Luanda and Cabinda and surrounding areas; 25 escudos in the towns of Carmona and San Salvador and surrounding areas; 20 escudos in the district capitals and the towns of Lobito, Gabela and Porto Alexandre and surrounding areas. Workers under 18 years are to receive not less than half these rates, and must not exceed one-third of the total labour force employed in an undertaking. Wages are to be paid in cash, subject to a deduction of not more than 30 per cent if both board and lodging are provided, 20 per cent where only board is provided, or 10 per cent where only lodgings are provided. By Legislative Instrument No. 3907 of 7 May 1969 (published in the *Official Bulletin*, 1st Series, No. 108 of 7 May 1969) while leaving in force the rates fixed in 1968 for certain workers in urban areas, the following daily minimum rates have been fixed for all other workers over 18 years:

- (a) 17.50 escudos in the Districts of Benguela (except the urban districts of Baía Farta, Benguela and Lobito), Bie, Huambo, Huíla and Malanje, the township area of Vila Arriaga and the rural area of Virei;
- (b) 20 escudos in the Districts of Cuando Cubango, Cuanza Norte, Cuanza Sul, Luanda, Lunda, Moxico, Uíge and Zaire, and the township areas of Baía Farta, Benguela and Lobito, Moçamedes and Porto Alexandre;
- (c) 22.50 escudos in the District of Cabinda.

Wages are to be paid in cash, subject to a deduction of not more than 30 per cent where board and lodging are provided. The Legislative Instrument of 7 May 1969 for the first time applied minimum wage protection to agricultural workers, who constitute over 60 per cent of workers subject to the Rural Labour Code and 88 per cent of contract workers. Lastly, by Legislative Instrument No. 3919 of 30 June 1969 (published in the *Official Bulletin*, 1st Series, No. 152 of 30 June 1969), employers who engage migrant rural workers under written contract are required to pay to each worker a non-repayable pre-contract bonus of 400 escudos, aimed at meeting special expenses resulting from the worker's absence from home to fulfil the contract.

115. The Government supplied various circulars through which it had been attempted to improve wages of rural workers even prior to the adoption of the above-mentioned measures. Circular No. 1/2DT/02/05/01, issued by the President of the Labour Institute of Angola on 13 January 1967 indicated that, at a meeting with professional recruiters on 6 January 1967, it was generally recognised that rural workers were making recruiting increasingly difficult because they considered the wages offered too low. They had regard only to the cash wage (generally, between 200 to 250 escudos a month), without taking account of the food received, and considered that, for this amount, it would be better to remain at home, with their family, raising stock and growing their traditional crops, which would yield them as much or even more. While the provision of food was an effective charge on employers (costing at least 250 escudos a month), the workers' attitude was of primary importance and it appeared urgent to adopt a solution which would increase cash wages. One recruiter had, with the approval of the Labour Institute, adopted the solution of replacing the provision of food by cash. Offering a cash wage of 600 escudos, he had easily recruited numerous workers in areas where previously he had experienced difficulties. Accordingly, the circular recommended that, wherever local conditions would permit the purchase of food currently consumed through local commerce or canteens, employers might pay wages wholly in cash instead of providing a part in the form of food.

116. A further circular (4/2DT/02/05/01) was issued by the President of the Labour Institute on 9 March 1967. Referring to the efforts made by the Institute to improve wages, including measures with a view to payment of wages wholly in cash, the circular indicated that the wages of rural workers were then fixed by agreement between the worker and the employer, that notwithstanding the desirability of payment wholly in cash, the partial payment of wages in kind was still permitted, and that any contract might be considered acceptable which laid down conditions of remuneration not less than the following: 500 escudos where the wage was paid wholly in cash (the employer remaining liable to provide lodging, medical care and transport), or 300 escudos in cash where food was also provided. Where recourse was had to professional recruiters, the payments to them should not exceed 1,500 escudos per worker. The circular indicated that these principles had been approved by the Governor-General.

117. As has already been noted, the minimum wage orders made in 1968 and 1969 limited the deductions which might be made for benefits in kind to 30 per cent of the wage. Previously, under the Rural Labour Code (section 77), the value of food and clothing had been limited to not more than 50 per cent of the total wage.

118. The statistics relating to contract workers under the Rural Labour Code for the years 1966 to 1969 and the first quarter of 1970 provided by the Government contain detailed indications concerning the wage rates provided for in their contracts. The evolution of the weighted average monthly wage of adult contract workers during this period was as shown in table 7.

TABLE 7. AVERAGE MONTHLY WAGE OF CONTRACT WORKERS 1966-70

Year	Cash wage (escudos)	Remuneration in kind (food, clothing, etc.)	Total (escudos)
1966	237	344	581
1967	306	292	598
1968	302	298	600
1969	341	211	552
1970 (first quarter)	365	155	520

The figures in table 7 call for the following comments:

(a) under the Rural Labour Code, contract workers are entitled to lodging and medical care, free of charge;

- (b) the figures are based on the wage rates fixed in the contracts, and do not include the pre-contract bonus.
- (c) the reduction since 1969 in the value attributed to remuneration in kind (and consequently in the total remuneration) may be attributed to the provision, brought into force in May 1969, that not more than 30 per cent of the minimum wage then fixed for rural workers might be provided in the form of benefits in kind; the rate of cash wages has continued to increase.

119. The Government also supplied the figures of the average monthly wages during 1969 and 1970 of rural and assimilated workers engaged under oral contracts of indefinite duration, which are generally paid wholly in cash:

District	Average monthly wage (escudos)
Cabinda	747.50
Zaire	715
Uíge	715
Cuanza Norte	601.25
Malanje	471.25
Lunda	552.50
Luanda	747.50
Cuanza Sul	605.83
Huambo	487.50
Benguela	498.33
Moxico	520
Bie	509.16
Cuando Cubango	520
Huíla	552.50
Moçamedes	682.50

120. The extracts from the report of the President of the Labour Institute of Angola for 1968 supplied by the Government include a section reviewing the movement of wages and official policy in regard to wages. The report indicated that in 1968 there had been a change of policy on this matter. Until then, wage policy for unskilled workers had been based on the free play of supply and demand, on the assumption that, because of the free availability of land and their traditional economic system, the aboriginal population would never have to accept wages which they would not consider a sufficient reward for their labour. While this policy had been shown to be valid for the populations of Cabinda, Zaire, Uíge, Cuanza Norte, Malanje, Cuanza Sul and Luanda, the great economic backwardness of the main areas of emigration (Huambo, Bie and Huíla), together with the inexorable pressure of professional recruiting, had deprived the policy of much of its effect, local manpower deficiencies being made good with migrant workers. However, even migrant labour, taking advantage of the conditions of the labour market, was now imposing some alteration in the real level of wages. They did not discuss wage rates, since in their home areas they were only dealing with intermediaries, but they did bargain about the level of the pre-contract bonus. If crops were good or if work was offered for activities, undertakings or regions which they did not regard as particularly attractive, they would ask for a higher bonus. They would do the same when there was visible competition among recruiters. The average bonus in the Huambo and Bie areas was 600 escudos. The lowest amount was 500 escudos, and many times it exceeded 1 000 escudos. Provision had been made, by Legislative Instrument No. 3 919 of 30 June 1969, for a non-reimbursable bonus of at least 400 escudos for contract workers.

121. The President of the Labour Institute indicated in his report that the change of policy in 1968 had consisted in fixing minimum wage rates for workers over 18 years in

urban areas. The fixing of these rates had been preceded by detailed studies of the cost and standard of living of unskilled workers. More recently, by Legislative Instrument No. 3907 of 7 May 1969, minimum wages had been fixed for workers throughout Angola. The President of the Labour Institute stated that, by reason of the level of the wage rates fixed, their scope and the raising of the minimum amount to be paid in cash from 50 to 70 per cent of the wage, the new legislation represented a very important measure, a milestone in the Government's social policy.

122. In his report, the President of the Labour Institute stated that the increasing mobility of labour, which was being facilitated by the considerable development of roads and public transport, had opened up a wider choice of employment and led to more intense competition among employers to attract workers offering their services at the place of work. This trend explained why it had been possible, without upsetting the economy, to fix a minimum wage of 17.50 escudos a day, for example, in the District of Huambo, where five years earlier wages of 6 escudos had been current. This movement towards higher wages was likely to continue. It was to be expected that—as was already happening—employers would adapt themselves to this situation by reducing the number of workers, by mechanisation wherever possible and by rationalising the use of labour.

123. Indications concerning the wage rates in force in particular undertakings visited during the mission and the wages earned by workers interviewed during the visit to the recruiting areas in Central Angola have been given in the respective earlier sections of this report.

(g) *Labour Inspection.*

124. The Government supplied detailed statistics of the work of the labour inspectorate in 1968 and 1969. These statistics related to the number of undertakings visited, by branch of activity and number of workers employed, the number of cases in which penalties had been imposed, by branch of activity and with an indication of the provisions contravened, and the number of occupational accidents, by branch of activity and cause of the accident. In addition, the Government provided a complete list of the undertakings visited by labour inspectors in 1968, with an indication of the number of workers employed. These inspections included visits to a number of professional recruiters.

125. The Government also supplied extracts from a large number of inspection reports from the period 1967-68 (altogether about one hundred extracts). Some of the extracts set out the list of deficiencies to be remedied by undertakings which had been addressed to the latter. Others reproduced the general conclusions on inspection visits by the inspectorate and the superior officials of the Labour Institute. Matters on which undertakings were required to take action included the provision, repair and maintenance of accommodation for workers, provision and maintenance of sanitary facilities, provision of food, clothing, blankets and utensils, classification of workers, amount, periodicity and form of wage payments, limitation of working hours, maintenance of records of wages, hours of work and holiday entitlements, provision of medical care, compliance with safety and health requirements, insurance against employment injury liability, etc. In a number of cases the inspection reports indicated that fines had been imposed for contravention of legislative requirements. Reports on inspections in the areas of certain sub-delegations of the Labour Institute drew attention to particular problems, such as the need for minimum wage standards or the elimination of recruiting. A report on inspections in the area of Cubal (District of Benguela) in 1967 indicated that only four of the undertakings visited employed contract labour, which numbered 319 (189 adults and 130 minors). Various fines had been imposed on these undertakings for contraventions affecting the workers in question, and this action was expected to hasten the disappearance of contract labour. If undertakings were prepared to improve conditions and to increase wages, they would not lack workers, and recourse to professional recruiters would become unnecessary. The inspector indicated that he had done everything to persuade undertakings to refrain from employing workers under written contracts, and he expected that before long all undertakings in the area would be employing only workers engaged without the intervention of intermediaries. The number of contract workers in the area had fallen from 1 552 in March 1966 to 319 in March 1967; this decline had been noted

in two sugar plantations (the principal employers of contract labour) and in the fisheries. A report on inspections in the area of the Benguela Sub-delegation indicated that the number of contract workers employed by undertakings in the area had declined from 1 002 in 1966 to 642 in 1967, due partly to the crisis in the fishing industry and to the greater number of workers who sought employment spontaneously. The inspector indicated that he had pointed out to the undertakings employing contract labour that, having regard to the special costs involved (expenses of recruiting, transport, provision of blankets, towels and utensils), the over-all cost of such labour to them came to 21.98 escudos a day—11.53 escudos in cash, 4.20 escudos in food, and 6.25 escudos in respect of the above-mentioned expenses. Wages of non-recruited labour in the area varied from 13 to 17 escudos a day. If undertakings paid a bonus of 4 escudos a day to workers who were not absent without cause for more than one day a week, they would be able to attract sufficient spontaneous labour, and absenteeism would diminish. He had advised undertakings to adopt this solution. A report on inspections in the area of Balombo (District of Benguela) indicated that undertakings in Lobito, Benguela and Baía Farta had been advised to adopt various practices—such as the payment of fares, bonuses based on length of service, and wages at acceptable levels—to attract labour offering itself spontaneously.

126. The preamble to the draft decree for the reorganisation of the labour administration in the Overseas Provinces, previously mentioned, refers, *inter alia*, to the proposed reorganisation of the labour inspectorates. They would become autonomous services under the direct authority of the Governor-General and the Provincial Secretary of Labour and Social Security, instead of forming part of the Labour Institute. At present, the labour inspectorate of Angola consists of a chief inspector, a social security inspector, nine labour inspectors and thirty supervisors. Under the proposed reorganisation, the inspectorate would consist of a chief inspector, nine inspectors, eleven sub-inspectors, fifteen assistant inspectors, and thirty-three supervisors.

(h) *Contacts with Trade Union Organisations.*

127. The following trade union organisations were visited in Luanda: National Union of Bank Employees, National Union of Salaried Employees in Commerce and Industry, and National Union of Motor Transport, Railway and Metal Workers. The premises of these organisations were visited, including their medical services and the co-operative store for members of the last-named organisation. The officers of the organisations gave general information concerning their activities. The National Union of Salaried Employees in Commerce and Industry is a general union, grouping also certain categories of manual workers, including some workers in agriculture. The organisations have African as well as European members, as could be seen, for example, from membership cards (with photographs) produced by the Motor Transport, Railway and Metal Workers' Union.

128. The President of the National Union of Salaried Employees in Commerce and Industry, asked whether there were "rural" workers (i.e. workers governed by the Rural Labour Code) among its members, said that, if workers joined the union, they would automatically cease to be governed by that Code (and thus become subject to the Angola Labour Code of 1957). The organisation was open to all who had the requisite understanding to be able to assume the responsibilities of membership. He produced the collective agreement for the hotel industry, to show that all categories of employees were covered. Dr. Mendes (former President of the Labour Institute), who was present at these interviews, stated that the Government was seeking to secure that all workers earning more than 40 escudos a day were registered in the unions (thus becoming subject to their social security and welfare schemes). A distinction was made between such registration and becoming a member of the union, the latter being a voluntary act.

129. Among the labour inspection reports from which extracts were supplied, there are a number of cases in which employers were required to register certain workers with the appropriate trade union organisation.

II. *Mozambique*(a) *General Employment Situation.*

130. The Government supplied statistics of the composition of the employed labour force as at 31 December 1969 (table 8).

TABLE 8. COMPOSITION OF THE LABOUR FORCE, END OF 1969

District	Skilled workers	Unskilled workers		
		With written contracts	Without written contracts	Total
Lourenço Marques	17 145	11 734	119 442	131 176
Gaza	1 433	300	22 611	22 911
Inhambane	740	360	10 914	11 274
Manica e Sofala	9 965	6 302	112 618	118 920
Tete	858	1 220	26 773	27 993
Zambezia	3 145	10 407	84 188	94 595
Moçambique	2 555	—	43 064	43 064
Niassa	128	—	1 217	1 217
Cabo Delgado	492	—	6 190	6 190
Total	36 461	23 473	433 867	457 340

131. The Government indicated that the figures of skilled workers were based on data supplied by trade unions. The figures for unskilled workers with written contracts were based on returns received from professional recruiters in 1968, but did not include written contracts concluded with workers recruited under licences for direct recruiting by undertakings. The Government estimated that the total number of workers with written contracts might be double that indicated. The figures for the total number of unskilled workers and of unskilled workers without written contracts were estimates made on the basis of data included in the Basic Study for the Third Development Plan, Part I, Vol. 3, of 1966. As already indicated, the figure given for workers without written contracts is overstated by between 20 000 and 25 000.

132. The Government stated that there were no precise statistics concerning regularity of attendance among workers covered by the Rural Labour Code. From information gathered in the course of inspections, it estimated that the average attendance rate was 85 per cent for workers with written contracts and slightly lower for workers with oral contracts of indefinite duration.

133. The Government supplied a full list of the names, addresses and areas of recruiting of professional recruiters to whom licences had been granted in 1970, and the numbers of workers recruited by them in 1967, 1968 and 1969. In 1967 professional recruiting licences had been granted to twenty-three persons. Seven of them had not recruited any workers, and the remaining sixteen had recruited a total of 28 520 workers. In 1968, twenty-two licences had been granted. In five cases the recruiter had not recruited any workers. The remaining seventeen recruiters had recruited a total of 30 591 workers. In 1969, twenty-one licences were granted. Two recruiters did not recruit any workers, and the remaining nineteen recruited a total of 28 726 workers. The largest number of workers recruited by any one professional recruiter in 1969 was 3 540. In 1970 licences were granted to twenty-one persons.

134. The Government also supplied particulars of the undertakings to which licences for direct recruiting had been granted in 1969 and the number of workers recruited under these licences. Licences of this kind had been granted to eleven undertakings. In seven cases no workers were in fact recruited. The remaining four undertakings recruited a total of 14 617 workers, the Sena Sugar Estates accounting for 11 487.

135. In reply to an inquiry which I addressed to it after the visit, the Government informed me that, of the 43 343 workers recruited in Mozambique in 1969, 34 239 were recruited for the private sector and 9 104 for the public sector. Having regard to the particulars referred to in the two preceding paragraphs, it would appear that the workers for public services were recruited under the authority of licences for professional recruiting.

136. It appears useful to compare the recent statistics with some earlier figures. In 1963 the Government supplied detailed statistics of workers recruited in the period 1 July 1962 to 30 June 1963. The total number of workers recruited in that period, by professional recruiters, by undertakings under licences for direct recruiting, and by public services, was 117 239. Of these, 11 107 were recruited for the public sector (public services and local authorities). The number recruited for private undertakings was 106 132—79 209 for agricultural work, 25 293 in industry, and 1 630 in transport undertakings. It would thus appear that in the six-and-a-half years since the period covered by these figures the annual volume of recruiting has declined from 117 239 to 43 343.

137. It may be noted that, among the undertakings which had licences for direct recruiting in 1969 but did not in fact recruit any workers, were two undertakings visited by the Commission of Inquiry in 1961: the Incomati Agricultural Company (which in 1961 had about 2 200 recruited workers, representing roughly half its labour force) and the Boror Company (which in 1961 recruited a fifth of the workers employed on its sisal plantations). The Government supplied copies of labour inspection reports on visits to the tea plantations of the Madal Agricultural Company in 1967 and to the tea plantations of the Zambezia Company in 1968, from which it appears that the "rural" labour force then in their employment (respectively 1 055 and 1 820 workers) consisted entirely of workers who had offered their services at the place of work and were working under oral contracts of indefinite duration. In 1961 the Commission of Inquiry had been informed that the Madal Company recruited about half of the 1 500 workers on its tea plantations and that the Zambezia Company also found it necessary to recruit some of the labour on its tea plantations. It was also indicated by the representatives of the Labour Institute that the Buzi Company (which in 1961 recruited half of its 5 000 workers) now employed only workers offering their services spontaneously.

138. While the volume of recruiting appears thus to have declined, the total number of workers governed by the Rural Labour Code has increased. In 1966 the Government stated that there were 435 000 such workers employed in Mozambique. The estimated total in 1969 was 457 000.

139. As can be seen from the statistics supplied by the Government, the number of workers classed as skilled at the end of 1969 was 36 461, as against 457 340 classed as unskilled. This gives a ratio of skilled to unskilled workers of 1 to 12.5. These figures stand in striking contrast to those provided for Angola, which indicated that, at the end of 1968, there were 246 751 skilled or semi-skilled workers to 312 830 unskilled workers, giving a ratio of 1 to 1.27. What is at issue is not purely a matter of classification for statistical purposes, but definition of status to determine the applicability of distinct labour legislation: the Rural Labour Code in the case of unskilled workers, more developed labour legislation (the Angola Labour Code of 1957 in Angola and Legislative Instrument No. 1595 of 28 April 1956 in Mozambique) for skilled workers. The difference in ratios for the two Provinces noted above appears not to be due to a radical difference in the actual structure of the labour force, but rather to a difference of interpretation of the scope provisions of the Rural Labour Code. This tends to be confirmed by the fact that the labour inspection reports for Mozambique of which copies have been supplied, and which give distinct particulars of "unionised workers" and "rural and assimilated workers", refer to the rate

of wages paid to skilled workers in the latter category, in the case both of agricultural and industrial undertakings.¹

(b) *The Recruiting Process.*

140. During discussions at the Labour, Social Security and Social Welfare Institute in Lourenço Marques, it was stated that where undertakings engaged in direct recruiting, the employees acting for them had to be approved by the Labour Institute. These employees went to areas where labour was available and made known the employment opportunities offered by the undertaking. Undertakings tended to recruit workers from nearby areas. Professional recruiters also had to be licensed. Each of them would have two or three sub-agents, who had to be approved by the Labour Institute. The Labour Institute did not know the amounts paid to professional recruiters by undertakings. In Mozambique there was no system of giving an advance or bonus to workers on the conclusion of the contract, such as existed in Angola. A system of deferred pay would be applied only where the worker desired it. Professional recruiting was tending to decline, and proposed legislation on employment services, when enacted, should have the effect of eliminating recruiting altogether. Recruited workers were transported to and from the place of employment by rail, bus, lorry, sea or even by air (in the case of certain workers recruited by the Sena Sugar Estates). The normal duration of written contracts was from six to twelve months. In agriculture, six-month contracts were frequent. Traditional chiefs had no role or influence in recruiting. Persons engaging in recruiting had no contact with the chiefs. A register of complaints received by the Labour Institute (starting in 1966) was produced. It was stated that there had been no complaints concerning irregular recruiting, nor had such irregularities been found in the course of inspection visits.

141. Documentation subsequently supplied by the Government included a number of documents referring to irregularities in connection with recruiting. Thus, the Government supplied photocopies of several decisions, dating from 1967 to 1970, in which fines had been imposed on persons who had engaged in the recruiting of workers without a licence or had failed to conclude written contracts with workers whom they had recruited. It also supplied a photocopy of a decision of June 1964 by which the licence of a professional recruiter was cancelled on the ground that he had made grave accusations against the administrative authorities of the area of recruiting for tea plantations in the Gurué area and against other recruiters, without any justification, and had accordingly been guilty of defaming public officials. This decision directed that the Sub-delegates of the Labour Institute in the areas where labour was recruited for the Gurué tea plantations should be instructed to exercise closer supervision in future so as to prevent recruiting by persons who had not first been duly licensed to engage in such activity. Lastly, a photocopy was supplied of a decision of 25 September 1969 by which the Governor-General of Mozambique had refused to renew the licence of a professional recruiter because he had sought to have the transport expenses for the repatriation of twenty workers deducted from their wages.

142. Discussions were held at the Beira office of the Labour Institute with the Delegate for the Manica e Sofala District and his deputy. It was stated that there were no recruiters in Beira. In the District, there were two professional recruiters at Vila Pery, who had various agents. Recruited workers were employed by farmers in the Vila Pery area, who might employ some fifty or sixty workers. It was not known what employers paid to professional recruiters. No study had been made of the cost of recruiting operations. Recruiters had to provide transport, and accommodation and food during the journey. Workers recruited in the District of Moçambique were brought by boat as far as Beira, and then taken by train to Vila Pery. At Marromeu, in the northern part of the District of Manica e Sofala, the Sena Sugar Estates employed workers recruited by their own employees. Some of these workers were transported by aircraft. Others were brought by road and rail, with a stop at a transit

¹ By virtue of section 3 of the Rural Labour Code, its provisions apply to manual workers of unspecified trade engaged in agricultural activities and to workers engaged in non-agricultural activities whose work involves no more than the simple performance of manual labour which by its nature does not place them in the category of salaried employees or specially skilled workmen.

camp belonging to the company on the way. Most professional recruiters handled only small numbers of workers, who came in isolated groups, with tickets provided by the recruiter. Contracts were made in writing, and presented for attestation to the local Sub-delegate of the Labour Institute. The Sub-delegate questioned workers to see whether they knew the conditions of employment, the provisions regarding deferred pay, etc., as required by the Rural Labour Code. There had been cases where contracts had not been attested, for example, where workers had not wanted to go to the particular employer, or to the type of work proposed. This however happened very rarely, since the recruiter knew that there would be official supervision at the time of conclusion of the contract. In 1962, a recruiter had offered work for the railway in Beira, but had in fact taken the workers elsewhere. The workers had complained. Following investigation by a labour inspector, all the contracts were cancelled. The contracts concluded with recruited workers were generally for from six to twelve months. The Municipality of Beira had contracts for twelve months, the Beira Railway contracts for eighteen months.

143. The Sub-delegate of the Labour Institute at Vila Pery was seen at the Institute's Beira office. He said that workers were recruited in the Districts of Moçambique and Tete for employment in the Vila Pery area. There were two professional recruiters at Vila Pery, who in 1969 had recruited respectively 1 142 and 2 288 workers. These figures included workers recruited for employers elsewhere than Vila Pery. Employers paid professional recruiters 1 900 escudos for each worker recruited. Contracts were attested, after the workers had been medically examined. The contracts were attested in the area where the workers were engaged, so that he was not called upon to perform this function at Vila Pery. He had however served elsewhere in Mozambique, where he had seen the system in operation. The recruiter would go to a village and try to contact as many workers as possible. In most areas, the villages did not consist of a concentration of houses at one place, but of a scattered series of isolated houses or small groups of houses. Thus there was no specific village centre, and recruiters would go round from one group of houses to the next. At times workers would come to fixed offices maintained by recruiters, but not in sufficient numbers. Recruiters had African agents, employed by them full time at fixed wages (which might be 3 000, 4 000 or 5 000 escudos a month, plus occasional bonuses). The employment of trader-agents (such as had been found in Angola) was not customary in Mozambique. Recruiters were mostly former office employees or farmers. The Sub-delegate stated that, if there were a network of employment offices, recruiters would disappear. He considered that this would be a useful development.

144. The Sub-delegate stated that normally no payment was made to workers on conclusion of contracts. Rarely, an advance might be made, recovered by deductions from wages. Where a system of deferred pay was in operation, the deferred pay had to be deposited. Payment thereof was made on the workers' return home, before the local Sub-delegate. At Vila Pery workers frequently came for a further contract after a stay at home. It was very rare for workers to refuse to conclude contracts at the last moment. This might happen where they had not been properly informed of where they would work or what the conditions would be. Complaints were occasionally received against recruiters on account of bad food or improper payments. The Sub-delegate stated that he had seen the transit camps of the Sena Sugar Estates. He had intervened initially to secure an improvement in conditions there.

145. Further information concerning the arrangements for recruiting workers for certain public services will be found in the following section.

(c) *Public Services.*

(i) *Port of Lourenço Marques.*

146. The representatives of the Port and Railway Administration stated that the port and railway employed approximately 2 600 recruited workers and about 2 300 labourers engaged under oral contracts. The port work went on both day and night, in shifts. The reason why recruited labour was still employed was that the rate of absenteeism among locally engaged labour was much higher than among recruited workers, particularly in the days after pay-

day. A certain volume of recruited labour therefore represented an element of greater reliability to get the necessary work done. In Lourenço Marques, only the port, railway and the municipality still employed recruited labour.

147. It was stated that the locally engaged port workers were taken on directly at the port. More workers came to ask for work than were needed. If 100 were to be taken on, 300 to 400 might come. Preference in selection was given to workers who, during any past employment by the port and railway, had had low absence records.

148. Recruiting was stated to be carried on by the Port and Railway Administration's own employees.¹ There were three employees engaged in these activities, each of whom had two or three assistants. Recourse was not had to professional recruiters. Workers were recruited from the Inhambane District. The agents travelled around this District to obtain workers. There was no difficulty in finding the required number of workers. Many workers came back regularly, possibly five or ten times. They would return home at the end of a contract, cultivate their land, and then present themselves to the Administration's agents for a further contract. A written contract was concluded at the place of recruiting, before the representative of the Labour Institute. The normal contract period was ten months. No bonus payment was made on engagement. Contract workers received food, lodging and clothing. Half the cash wage was paid in the course of the contract. The other half was paid as deferred wages at the end of the contract, by a representative of the Port and Railway Administration, in the presence of a representative of the Labour Institute. Overtime payments were made at the place of work, and no part deferred. The total cost of a recruited worker (including the cost of recruiting, transport and benefits in kind) was greater than that of locally engaged labour. The rates of wages had recently been increased. Recruited workers now received 320 escudos a month in cash, plus food, lodging, clothing and other benefits to which an aggregate value of 305 escudos was attributed. Non-recruited labourers were paid 35 escudos a day, with higher rates for foremen (42 escudos) and supervisors (50 escudos). The overtime rate for recruited workers was time-and-a-half (3 escudos per hour) and double time for night work. There was no system of family allowances (as had been the case for corresponding employment in Angola).

149. Copies were supplied of a contract made with a recruited worker in 1969, for employment in the Port of Lourenço Marques, the weekly service record cards for various categories of locally engaged labour, and a decision dated 28 September 1970 fixing new wage rates for workers subject to the Rural Labour Code employed by the Port, Railway and Transport Authority of the Province of Mozambique.

150. The contract had been concluded on 14 February 1969, at Homoine (District of Inhambane), for a period of ten months starting on 16 February. It was in the form of a printed document in which only the particulars of the worker's identity and date of commencement remained to be filled in. It had been signed on behalf of the Port and Railway Administration by a professional recruiter, whose name was included in the printed part of the form, while his recruiting licence number for the current year was inserted in writing. The total wage was stated to be 550 escudos a month, made up as follows: cash, 245 escudos; food, 180 escudos; lodging, 90 escudos; clothing, 20 escudos; other benefits in kind, 15 escudos.

151. The decision to increase the wages of workers subject to the Rural Labour Code, taken by the Governing Body of the Port, Railway and Transport Authority of Mozambique on 28 September 1970, stated that the proposed changes were being made in accordance with the directives given by the Government with a view to a general improvement in the remuneration of all state employees. The decision was approved on the same date by the competent superior authority, which in giving that approval expressed to the Governing Body "great satisfaction at the consideration which it has for the workers notwithstanding the present difficulties of the service as regards financial resources". The decision provided for

¹ See, however, para. 135 above and para. 150 below.

the following increases, with effect from 27 September 1970, in the cash part of the wages of contract workers:

Lourenço Marques	from 245 to 320 escudos
Beira	from 210 to 320 escudos
Quelimane, Nacala, Porto Amelia and Mocimboa da Praia	from 150 to 250 escudos

Changes were at the same time made in the daily wage rates of casual labour, e.g. in Lourenço Marques the rate for ordinary dockworkers and labourers was fixed at 35 escudos, for foremen at 40 escudos and for warehousemen at 45 escudos.

152. At the camp for recruited workers of the Port and Railway Administration, several workers were questioned. An 18-year-old worker said that he had started work there that morning. He came from the District of Inhambane. He had previously worked as a mason's apprentice, but preferred to come to work in Lourenço Marques. He had got in touch with the Railway's agent. Many workers from his village worked there. He did not know how much he would earn. An older man said that he was there for the second time. He had wanted to come to work there. At the recreation centre in the camp, the artistic director said he had started as a labourer six years ago; he was now earning 5 000 escudos a month.

(ii) *Port of Beira.*

153. The representatives of the Beira Port and Railway Administration stated that the port employed approximately 1 600 recruited workers and 1 900 workers who had offered their services spontaneously at the place of work. The proportion of recruited workers had remained roughly the same in recent years. There were times when attendance was irregular among the workers engaged locally. The attendance record of recruited workers was more regular. The Beira Port and Railway Administration never had recourse to professional recruiters, but recruited through its own employees.¹ There were four such agents, engaged full time in recruiting. The workers were recruited in the areas of Tete, Angonia and Macanga (in the District of Tete) and in the District of Zambezia. The populations of these areas knew of the employment available in the port and railway. The workers themselves made known the conditions of employment in their home areas. Many workers came repeatedly. They preferred this employment to work in agriculture because of the better conditions. Contracts were made for twelve months. They were concluded at the place of the worker's origin, before the local Sub-delegate of the Labour Institute. The medical examination was normally carried out on arrival at Beira. The workers were transported from and to their home areas by bus and train. The Administration had a transit camp at Moatize (District of Tete).

154. It was stated that workers who offered their services spontaneously were taken on at the port engagement office every Thursday. About fifty were taken on at a time, and more workers came to ask for work than were needed. These workers also underwent a medical examination before being engaged. Copies were supplied of the registration form used for these workers, the declaration signed by them on engagement indicating that they had taken note of the conditions of employment, the conditions of employment for casual workers in the port (copies of which are posted up), and the weekly service record cards used for different categories of workers.

155. It was stated that recruited workers now received a wage of 580 escudos a month, made up as follows: cash—320 escudos; food—180 escudos; lodging—60 escudos; clothing—20 escudos. Additional payments were made for overtime. The entire cash wage was paid at the place of work. The previously mentioned decision of the Governing Body of the Port, Railway and Transport Authority of Mozambique, of 28 September 1970, provided that the cash wage of persons employed at Beira should be increased from 210 escudos to 320 escudos a month. Corresponding increases were also made in the daily rates for locally

¹ See, however, para. 135 above.

engaged labour, varying from 22 escudos for ordinary dockers to 35 escudos for experienced warehousemen.

156. In the port, a group of some fifteen recruited workers was questioned. They stated that they came from Angonia. They had gone to see the local recruiting agent to ask for work.

(iii) *Beira Railway.*

157. At the Beira office of the Labour Institute, copies were supplied of two contracts made in June and July 1970 with workers recruited in the area of Napula (District of Moçambique) for work on the Beira railway. The contracts were made for a period of 18 months, and provided for a total wage of 455 escudos a month, of which 240 escudos were to be paid in cash, the remainder representing the value of food, lodging and clothing. Half the cash wage was to be paid at the end of the contract as deferred pay. Under the previously mentioned decision of 28 September 1970, the cash wage of contract workers employed by the Beira railway was increased to 320 escudos a month.

(iv) *Municipality of Beira.*

158. The camp for recruited workers of the Municipality of Beira was visited. The representative of the Municipality stated that there were at present 358 recruited workers. In addition, there were 270 workers engaged locally from workers who offered their services spontaneously. A certain number of recruited workers was still employed, because of the greater irregularity of attendance among the local workers. The proportion of recruited workers had remained about the same in recent years. These workers were recruited by an employee of the Municipality¹, mainly in the area of Mungari (in the District of Manica e Sofala, of which Beira itself is the capital). The number of workers offering their services to the agent was greater than the number needed. The agent went round to make known the employment offered, but also had fixed offices. On visits to villages, he would see the chief, but did not make any payment to him. The contracts made with recruited workers were for twelve months. The workers were employed in refuse collection, road-sweeping, gardening, etc. Their wage was 510 escudos a month, of which 250 escudos were paid in cash and 260 escudos represented the value of benefits in kind (food, lodging and clothing). Half the cash wage was deferred, and paid at the end of the contract. There were contract workers who came back several times. Locally engaged workers received a cash wage of 400 escudos a month plus rations valued at 180 escudos. After five years' service, the cash wage of these workers was increased to 500 escudos, and after ten years' service to 550 escudos. Frequently workers came to Beira from far away to ask for work.

159. At the camp, there were four workers who had come that morning to ask for work. They were all from the same village, in the Angonia area (District of Tete). They had come to Beira by train, paying £1 9s. 0d. for the fare. They had come to look for work, and intended to stay for a long time. It was the first time they had come to Beira. At home they had heard that there were agents for the railways recruiting workers, but they had preferred to come on their own. Two contract workers said that they came from the Mungari area. One had previously worked in Rhodesia, the other for a farmer at Vila Pery and as a domestic servant. They had heard about work for the Municipality, and had gone to see the agent. They had not been compelled to come.

(d) *Private Undertakings.*

(i) *Portuguese Stevedoring Company, Beira.*

160. The representative of this Company stated that it had a contract with the Port of Beira to do stevedoring. It employed 800 workers. There was one other stevedoring company operating in the port, which employed 950 workers under the same conditions of employment. The Company engaged all its workers from among persons who offered their services spon-

¹ See, however, para. 135 above.

taneously. It had not recruited workers for about ten years. When it needed workers, it made this fact known through its office employees, and there was no lack of workers seeking employment. If 100 workers were needed 300 might turn up to ask for work. About three-quarters of the Company's workers came from the Sofala and Buzi areas, just south of Beira. Some came from the Tete District. Written contracts were concluded with the workers, for twelve months at a time. Many workers had been in the Company's employment for long periods, some for as long as thirty, forty or even fifty years. Of the 52 workers whose contracts were about to come to an end, 51 had decided to conclude a new contract. Workers were entitled to 15 days' paid holiday a year. In fact, many stayed away for one or two months between contracts. There were 585 workers in the Company's camp, the rest living outside in their own homes. The rate of absenteeism was normally about 2 to 3 per cent, but was higher after pay-day, up to 15 per cent. The minimum wage paid by the Company was 560 escudos a month. For workers living in the Company's camp, 240 escudos were deducted for board and lodging, leaving a cash wage of 320 escudos. Additional payments were made for overtime. The Company's representative produced various employment and wage registers, copies of contracts, etc., to substantiate the information supplied. Several workers questioned in the Company's camp stated that they had come to offer their services spontaneously, and confirmed the indications concerning wages noted above.

(ii) *Pungué Textile Company.*

161. This Company has a jute sack factory at Beira and is developing extensive plantations in the District of Manica e Sofala, to the west of Beira. The Company's manager stated that the Company had started to operate in 1958 and now employed 1 100 workers, all of them men. All had been engaged from workers who had offered their services spontaneously at the undertaking. The Company had always engaged its labour on the basis of spontaneous offer of service. Verbal contracts of indefinite duration were made. The minimum wage was 500 escudos a month, the average wage 650 escudos. Working hours were eight hours a day, forty-six hours a week. The factory worked in shifts. There was no work on Sundays. Workers were entitled to fifteen days' paid leave per year. The Company provided lodgings for about 100 single workers. The rate of absenteeism was about 20 per cent. Various employment records were produced to substantiate the above indications. Several workers in the factory were questioned. They stated that they had come there to offer their services, and referred to wage rates in accordance with the figures given by the management.

162. The particulars of recruiting licences issued in 1969 provided by the Labour Institute indicated that, while a licence had been issued to the Pungué Textile Company, it had not in fact recruited any workers.

(iii) *Portuguese Wood Industry.*

163. This Company has a saw-mill and plywood factory at Beira, and forests in the Buzi area to the south of Beira. The Company's manager stated that it had been established in 1954, and now employed 500 African workers and 35 Europeans. The Company had never recruited any of its labour. Its workers came from the surrounding area and lived outside. They were all engaged under oral contracts. Workers came at the end of each month to ask for work. There was relative stability in the Company's labour force. Some workers had been there for from ten to twelve years, others for five to six years. The minimum wage was 500 escudos, paid entirely in cash. Workers were given two weeks' paid leave a year. Workers were also given study grants to help finance their children's primary or technical education if they had had a certain length of service (four to five years). The factory worked continuously, on a shift basis, except on Sundays. There was little absenteeism, except on days following the payment of wages. The minimum age for employment at the factory was 18 to 20 years. Labour inspection visits were made to the factory several times a year. The labour in the Company's forests in the Buzi area was stated to be employed by contractors, subject to the Company's supervision. It also consisted only of workers who had offered their services spontaneously. Various workers in the Company's factory stated that they had come to offer their services, and that they were earning 500 escudos a month.

(iv) *Mozambique Sugar Company.*

164. This Company has sugar plantations and a refinery in the District of Manica e Sofala, to the west of Beira. The Company's manager stated that the plantations had been started in May 1969, and the refinery had started operating in April 1970. Work on the plantations was undertaken by twenty-eight sugar-growers, each with his own plantation. Their workers were legally the employees of the Company, which also paid the workers' wages. The Company employed 2 189 workers (609 in the factory, 615 in cutting cane, 46 at an experimental farm, 101 in miscellaneous jobs, 230 in sugar cultivation and 588 working for the sugar-growers). All workers had offered their services at the place of work. Offers were greater than the numbers needed. Many workers came from elsewhere, but settled locally. Some of them had worked previously on other plantations (such as those of the Buzi Company). The Company had never recruited workers. There were also many independent sugar growers in the area whose cane was bought by the Company. The Company's operations were highly mechanised. All loading work was done mechanically (if not, the Company would have needed 10 000). In the first season, the Company had produced 45 000 tons of sugar. All workers were engaged under oral contracts of indefinite duration. The wage rates were 20 escudos a day for agricultural work, and from 25 to 60 escudos a day for factory work. The wages were paid entirely in cash. The workers lived in their own houses. In the fields, work was organised on a task basis. Among the African employees, there were workers earning 1 000, 1 500, 2 000 and even up to 6 000 escudos per month. The Company had a students' home at Beira (with thirty-nine places), for workers' children attending secondary schools. It was used mainly by children of more highly skilled workers. All workers were entitled to two weeks' paid holidays a year.

165. The refinery and some plantations, as well as a primary school established by the Company, were briefly visited. Several workers questioned outside the refinery said that they had come there to ask for work, and referred to wage rates in accordance with the indications noted above.

(e) *Wages.*

166. The Government supplied statistics of wages of unskilled workers in the different areas of Mozambique in 1950, 1955, 1957, 1960 and 1966. The representatives of the Labour, Social Security and Social Welfare Institute stated that statistics of wages since 1966 were not available. For present purposes, it appears sufficient to refer to the figures relating to 1960 and 1966.

167. The wage rates given for 1960 relate to cash wages, exclusive of the value of food, lodging, clothing, and other benefits in kind. The monthly rates (escudos) were then as shown in table 9.

TABLE 9. MONTHLY CASH WAGES, 1960

Districts	Agriculture	Industry
Lourenço Marques, Gaza, Inhambane	205	245
Manica e Sofala	140	180
Zambezia	110	150
Tete	100	140
Moçambique, Cabo Delgado, Niassa	90	130

168. With effect from 1 April 1966, minimum monthly wage rates (and equivalent daily rates) were fixed, as well as maximum amounts of deductions which might be made for various benefits in kind. A copy of the decision of 28 February 1966, fixing these conditions—

which was stated to be still in force—was supplied. The minimum rates and authorised deductions are given in table 10.

TABLE 10. MINIMUM MONTHLY WAGES AND MAXIMUM DEDUCTIONS

Administrative area	Minimum monthly wages		Maximum authorised deductions			
	Agriculture	Industry	Food	Clothing	Lodging	Others
Urban areas of Lourenço Marques and Matola	510	550	180	20	90	15
Urban area of Namaacha	445	485	165	20	40	15
Towns of João Belo and Inhambane	440	480	160	20	40	15
Rural areas in the districts of Lourenço Marques, Gaza and Inhambane	420	460	150	20	30	15
Town of Beira	415	455	180	20	60	15
Beira suburban area	385	425	170	20	40	15
Rural areas in district of Manica e Sofala	370	410	165	20	30	15
Towns of Tete and Moçambique	329	369	144	20	40	15
Towns of Quelimane and Nampula	317	357	132	20	40	15
Rural areas of Tete District	310	350	135	20	30	15
Towns of Porto Amelia, Mocimboa da Praia and Vila Cabral	298	338	123	20	30	15
Rural areas in the districts of Zambezia, Moçambique, Cabo Delgado and Niassa	285	325	120	20	20	15

169. Having regard to the fact that, under the Rural Labour Code, employers are required to provide recruited workers with accommodation, food, clothing and medical care, the above provisions authorised the full deduction of the specified amounts for benefits in kind in the case of such workers. As a result, the net minimum cash wage to which recruited

TABLE 11. MINIMUM AND NET CASH WAGES, 1960 AND 1966

District	1960 minimum cash wage	1966 minimum wage		
		Total wage	Authorised deductions	Net wage in cash
Urban area of Lourenço Marques—industrial worker	245	550	305	245
Districts of Lourenço Marques, Gaza and Inhambane—agricultural worker	205	420	215	205
District of Manica e Sofala—agricultural worker	140	370	230	140
District of Zambezia—agricultural worker	110	285	175	110

workers are entitled is in almost all cases reduced to an amount exactly the same as the minimum cash wage applicable in 1960. This can be seen from the above examples referring to the Districts in which the largest numbers of recruited workers (and of rural workers generally) are employed (table 11)

170. As may be seen from the indications concerning wages in the public railways and ports given earlier (paragraphs 150, 151 and 155), until the end of September 1970 the above-mentioned minimum cash rates were in fact paid to the majority of contract workers employed by these undertakings, including those working in Lourenço Marques. It may be noted, in this connection, that from 1961 to 1969, the general consumer price index for Lourenço Marques increased by 23 per cent (see ILO: *Year Book of Labour Statistics*, 1970, p. 690).

171. The representatives of the Labour, Social Security and Social Welfare Institute stated that increases in the minimum rates were now under consideration. Increases in the region of 30 per cent were contemplated. The Provincial Secretary of Labour, Social Security and Social Welfare hoped to bring the new rates into force in the course of 1971.

172. Asked about the minimum income tax payable by able-bodied men of working age, the President of the Labour Institute stated that the amounts varied according to district. A copy of Legislative Instrument No. 2718 of 27 August 1966 fixing the rates currently in force was subsequently supplied. They vary from 310 escudos in the Districts of Lourenço Marques, Gaza and Inhambane, and 265 escudos in the District of Manica e Sofala, to 185 escudos in the District of Zambezia, 150 escudos in the District of Tete and 105 escudos in the District of Niassa.

(f) *Labour Administration.*

173. The Government provided a table showing the occupation of posts in the labour inspection service since 1961. The inspectorate at present consists of a chief labour inspector, five labour inspectors and fourteen supervisors. Provision for a post of social security inspector has existed since 1962, but no appointment appears to have been made to this post. The Government also supplied statistics of undertakings visited in the years 1963 to 1969 by labour inspectors and supervisors, the number of skilled and unskilled workers employed in these undertakings, and the number of cases in which violations of labour legislation had been reported (respectively under the Rural Labour Code, the legislation applicable to skilled workers, and other provisions).

174. The Government supplied copies of some twenty inspection reports, some dating from 1963-64, others from 1967-68. In every case, the report stated that all the rural and assimilated workers employed by the undertaking concerned had spontaneously offered their services at the place of work. Reference has previously been made (paragraph 141) to certain decisions in which fines had been imposed for irregularities in connection with the recruiting of workers. The Government also supplied copies of a number of decisions in which fines had been imposed on employers for violations of legislative provisions relating to the provision of food to workers. In 1963, for instance, an undertaking (the Buzi Company) was fined 30 000 escudos (i.e. a little over 1 000 dollars) for giving its workers food unfit for consumption, after it had been fined 5 000 escudos for a similar offence earlier in the same year.

175. The Government stated that no case of forced labour within the meaning of Convention No. 105 had come to the notice of the labour inspectorate and that consequently the provisions of section 325 of the Rural Labour Code, laying down penalties for imposition of forced or compulsory labour, had never been applied.

176. Reference has been made, in the part of this report relating to Angola, to proposed legislation to reorganise the labour administration services in the overseas provinces, which has already been considered by the Overseas Council. The preamble to the draft decree (the text of which has been supplied) also indicates the changes proposed to be made in the structure and functions of the labour administration of Mozambique. In Mozambique, the staff of services other than the labour inspectorate would be increased from 114 (11 in supervisory

positions, 67 administrative officials and 36 ancillary staff) to 136 (27 in supervisory positions, 93 administrative officials, and 16 ancillary staff). The labour inspectorate, which as in the case of Angola would become an autonomous service under the direct authority of the Governor-General and the Provincial Secretary of Labour and Social Security, would have its authorised establishment increased from 21 (a chief inspector, 6 labour inspectors and 14 supervisors) to 50 (a chief inspector, a deputy chief inspector, 7 labour inspectors, 10 deputy labour inspectors, 11 assistant labour inspectors and 20 supervisors).

177. Of particular significance would also be the proposed establishment of a public employment service, which is mentioned in the preamble to the draft decree. In Mozambique, placing activities have so far been undertaken only to a limited extent by trade union organisations for their members, and the provision of the Rural Labour Code for the establishment of a free public employment service for all workers has not been implemented. The representatives of the Labour, Social Security and Social Welfare Institute stated that the establishment of employment services had been less urgent in Mozambique than in Angola, because in Mozambique recruited labour represented only about 10 per cent of wage-earners.

(g) Contacts with Trade Union Organisations.

178. Brief visits were made to the Lourenço Marques offices of the National Union of Motor Transport Workers, the National Union of Building Workers and the National Union of Stevedores. They showed their premises, including their medical services, and various membership records. It was apparent from the membership cards (with photographs) that the organisations had both European and African members. However, as in Angola, workers subject to the Rural Labour Code are not members of trade unions, and in the inspection reports of the Mozambique Labour Inspectorate distinct indications are given concerning "unionised workers" and "rural and assimilated workers".

CONCLUSIONS

A. GENERAL OBSERVATIONS

179. It is appropriate to recall that the issues in respect of which recourse was had to the procedure of "direct contacts" in the present case are essentially questions of fact. The ILO bodies responsible for supervising the application of Conventions and Recommendations had indicated that the outstanding problems no longer related to legislation, but concerned effective implementation. The principal question to be examined (see paragraph 4 above) was whether recruiting, either by professional agents or directly by employees of the undertakings concerned, was carried on in conditions which would effectively exclude any form of coercion and was compatible with the provisions of Convention No. 105.

180. It was accordingly sought to examine the actual conditions under which workers are engaged. The consideration of factual elements however did not exclude the examination of the legal and administrative conditions relating to such matters as the contents of contracts, the fixing of wages, etc. This approach appeared to correspond to the preoccupations of the supervisory bodies, as last expressed in the observations of the Committee of Experts (see paragraph 4 above).

181. The reason for also considering general policies in regard to employment, wages and labour administration was to see whether there existed a general framework within which the principle of freedom of labour could be effectively guaranteed and implemented. These aspects had been specifically mentioned in the comments of the ILO bodies responsible for supervising the application of Conventions (see paragraph 4 above), and therefore in any case called for examination within the framework of the "direct contacts" procedure.

182. It is appropriate to recall here that, while the Portuguese Government maintained its position of principle that the Committee of Experts and the Conference Committee on the Application of Conventions and Recommendations had adopted an unduly extensive interpretation of the obligations resulting from Convention No. 105, this reservation did not impede the carrying out of my mission in relation to the various questions mentioned above. On the contrary, the Portuguese authorities, both at the national and at the provincial level, as well as undertakings, repeatedly referred to such matters as the role of employment services and labour inspectorates, wages and wage trends; they supplied a considerable quantity of legal documents and statistics on these matters, and mentioned proposals and measures which were currently under consideration or being put into effect.

B. CONCLUSIONS REGARDING RECRUITING AND EMPLOYMENT SERVICES

I. *Angola*

183. In Angola, recourse is still had to the recruiting of workers. It concerns mainly people from highly populated areas who wish to work and who are engaged for employment in areas where the demand for labour is particularly marked because the local population cultivates its own land and therefore is not able—or willing—to work in the plantations (see paragraphs 16 et seq.). What is involved is a constant, traditional current of migration, and the conditions of recruiting are known to the workers before they are engaged. The workers fall into two main categories: those who regularly accept new contracts and are in fact permanent workers for long periods, and those who take employment from time to time,

for a specified period, with the specific aim of obtaining money and investing it, on their return, in improving their means of production (for example, by buying cattle).

184. The motivation mentioned above raises a series of presumptions which seem, *a priori*, to exclude any element of coercion. Moreover, where recruitment still occurs, it is subject to very detailed regulation (regarding the form of contracts, material arrangements such as transit centres and transport facilities, supervision by the public authorities of the legal and financial terms of contracts and of the observance of these terms, etc.). I was able, by the various methods previously described, to check on the application of these measures. The detailed inquiries which I made showed that recruited workers were fully aware, before being recruited, of all the financial conditions of their contract (cash wage, remuneration in kind, deferred pay, bonus, holidays) as well as of the material conditions at the place of work (working hours, accommodation, food, etc.). This is clearly the case for workers who are going to work for undertakings already known to them. It is also true—as I was able to note during numerous interviews—of workers going for the first time, owing to the information which has come to them by “oral tradition” from workers in the first category.

185. In fact, recruiting, as described above, corresponds to a system of employment under which persons “spontaneously offer their services” to agents acting as intermediaries between the worker and the undertaking. Whatever may have been the situation in the past, it does not appear that these intermediaries actively seek out workers or prospect for labour with the aid of any direct or indirect means of pressure. They merely fulfil a certain technical function in areas where there are traditional currents of migration. The recruiters in reality play the role of private placing agencies, where workers belonging to one of the two categories previously mentioned go spontaneously when they wish to work in certain undertakings, particularly the plantations. The recruiters may operate only under a licence issued by the public authorities and subject to a system of supervision which appeared to me to be applied with increasing strictness.

186. It is appropriate to add that, on the basis of a large number of concordant statements made to me, I concluded that, in this matter, there is no kind of “coercion” by the traditional chiefs—whose influence seems in any case to be declining—or by public officials.

187. Although recruiting under the above-mentioned conditions appears to be free from any kind of coercion, the Government and administrative authorities consider that, within the framework of their social policy, all recruiting by professional recruiters, whatever its scope, should be gradually eliminated. Accordingly, the professional recruiters were informed in 1967 that their licences would be renewed only for the time being. This warning was given once more in my presence in terms which make one believe that what now remains of recruiting will disappear in the foreseeable future and that the recruiters will then become mere operators of transport undertakings and transit centres. Moreover, the public authorities are beginning to by-pass the traditional recruiting circuits by setting up public transit camps (to some of which employment offices are attached). These measures will undoubtedly facilitate labour mobility and the placing of workers independently of any recruiting by professional recruiters.

188. Furthermore, the development of a public employment service in recent years at the initiative of the Labour Institute, as described above (paragraphs 104 et seq.), and the establishment of an ever wider network of public placement offices should normally lead to a situation where work-seekers no longer address themselves to professional recruiters.

189. As regards workers employed in public services, it appears from the information summarised above (paragraphs 64 et seq.) that the instructions to put an end to or suspend recruiting, although given only recently, express the will to have no further recourse to recruiting. The examination of the position, particularly in the ports and railways, led me to the conclusion that these instructions were being effectively carried out.

190. It should also be noted that changes in economic conditions—generally and locally—frequently make it unnecessary to have recourse to recruiting. When new industries are established in regions where there is a sufficient—or even overabundant—supply of labour

(for example, the paper mill at Alto Catumbela), the attraction exercised on the population by these industries and the opportunities which they provide for vocational training and improved social conditions rule out all need for the intervention of professional recruiters. Frequently, even where economic conditions would not, *a priori*, exclude the need for at least partial recourse to such recruiters, action taken by undertakings and the authorities has led to the discontinuance of engagement of labour through recruiters. This is true, for example, of the Diamond Company of Angola (see the report of the Commission of Inquiry appointed under article 26 of the ILO Constitution, paragraph 738, and paragraphs 80 et seq. of the present report). The fact that certain undertakings have introduced a series of technological, economic and social reforms appears to provide a certain guarantee that the results achieved will be permanent. Thus, recruiting has completely ceased for a number of undertakings in the district of Cuanza Sul, including the Angola Agricultural Company (CADA) (see the report of the Commission of Inquiry, paragraphs 482 and 491). Although recruiting is still partially relied upon by the Cassequel Company, the mechanisation of its operations, particularly loading, which is to be carried through in the near future, should normally contribute to the elimination of the employment of recruited labour.

191. The preceding findings should be read together with the observations concerning wages policy and development of labour inspection services, below.

II. Mozambique

192. The reasons why I devoted less time to Mozambique than Angola have been indicated above (paragraph 12). My findings may be summarised as follows. (It should first be recalled that the ILO Commission of Inquiry which visited Mozambique in 1961 concluded that there was "no element of compulsion" in the recruiting of workers for South Africa. As the comments of the ILO supervisory bodies which were the basis for the present direct contacts did not refer to the position of these workers, I did not consider it necessary, within the framework of my mission, to examine the matter afresh.)

193. An important point needs to be stressed from the outset. The total number of recruited workers at present represents at most 10 per cent of the unskilled labour force employed in the public and private sectors. In recent years (see particularly paragraphs 136 and 137) the number of recruited workers has been steadily diminishing. It should be noted that part of the workers included in the above percentage are recruited directly by the employing undertakings (for example, the Sena Sugar Estates recruited, without recourse to professional recruiters, 11 487 workers, representing more than a quarter of all the labour recruited in Mozambique) and that certain undertakings, although licensed to recruit, do not use their licences, since their needs are amply met by workers offering their services spontaneously (see paragraph 137).

194. When recruiting is undertaken directly by private employers because the local labour supply is insufficient, they entrust this work to special employees. In this case, too, the conclusion and observance of contracts are supervised by the public authorities (see particularly paragraphs 140 et seq. above).

195. Labour is still being recruited for public services, particularly the ports and railways, to counteract the generally high rate of absenteeism among locally engaged workers. According to the managers of these services (particularly in the case of the ports), it is difficult to rely on the regularity of attendance of the local labour force to ensure a steady rhythm of work and to meet sudden needs (for example, among dockworkers). It was noted (paragraphs 130 et seq.) that the public services resorted mainly to direct recruiting. However, from the statistics and information supplied by the authorities (see paragraph 135), it would appear that in 1969 some 9 000 were recruited for public services by professional recruiters.

196. Whether the recruitment be direct or through professional recruiters (see paragraphs 133 to 136), it is appropriate to recall that the system of licensing by the public authorities applies. Although (in contrast to Angola) there are no employment services specifically charged with placement functions, recruiting is subject to supervision by the administrative authorities, who check in particular on the terms of contracts, on compliance

with the requirement of prior medical examination, on the absence of coercion, on the proper payment of deferred wages upon the worker's return home, etc.

197. While in many cases (again in contrast to the recruiting process current in Angola), recruiters and their agents have to travel about the country to find workers prepared to go to work in undertakings—and perhaps to persuade them to do so—we did not in the course of our contacts with the authorities, our visits to undertakings and our interviews with workers find evidence of coercion in the engagement of such labour. It is very likely that, with the establishment of a network of public manpower services which is now contemplated (on the basis of the system operating in Angola), supervision—which at present is exercised by the administrative authorities and the as yet inadequately organised, staffed and equipped labour inspectorate—would become more systematic and thorough. These administrative reforms would probably lead to the gradual disappearance of professional recruiting and very largely also of recruiting undertaken by employees of the undertakings concerned, both in the public and the private sector (see also below).

C. WAGES POLICY AS A FACTOR IN STIMULATING THE SPONTANEOUS OFFER OF LABOUR

198. This was one of the aspects mentioned in the Committee of Experts' observations (March 1970). I examined this matter in Angola and Mozambique on the basis of laws and regulations, records kept by undertakings for accounting purposes, public and private statistics, and information given by the large number of workers whom I questioned.

I. *Angola*

199. The evolution of wages policy in this province has been described in detail in paragraphs 114 to 121. The section of this report dealing with the position in certain undertakings referred to in the previously mentioned observations of the Committee of Experts (March 1970) also contains specific indications which I was able to obtain on actual wages paid by these undertakings. The effect of the statutory provisions adopted since 1967 may be summed up as follows: binding minimum wage rates have been established for workers generally, these wage rates have been increased, there has been an increase in the proportion of the wage to be paid in cash as compared with benefits in kind¹, and the payment of a pre-contract bonus to recruited workers has been regulated. From the information gathered in the course of my visits, I was able to conclude that, except in marginal cases, the legislative provisions relating to these matters are effectively observed.

200. I was also able to observe:

- (1) that the bonus paid by professional recruiters was very often in excess of the statutory (non-reimbursable) minimum;
- (2) in many cases it is due to the payment of wages above the statutory minimum rates that undertakings do not, or no longer, find it necessary to have recourse to professional recruiters. In the public services, the provision of certain further benefits (particularly family allowances) has constituted an additional attraction for workers, who now offer their services spontaneously.

201. The case of the Diamond Company of Angola has been reviewed at length (paragraphs 80 et seq.), not only because it had been examined by the Commission of Inquiry (report of the Commission, paragraphs 518 to 538 and 738) and by the Committee of Experts, but also because the developments which have occurred in this company in the last few years show how a combination of action by the authorities and by the undertaking in regard to employment, wages and the reclassification of jobs and workers could lead to the complete replacement of recruiting by the employment of workers offering their services spontaneously.

¹ The official underestimation of the value of benefits in kind has the effect of increasing the real remuneration—see paras. 114 and 118.

202. In general, the development of the economy and of transport facilities in Angola and the mechanisation of undertakings—including agricultural undertakings—have created conditions which favour the spontaneous offer of services by workers; they have also made possible improvements in the social and economic condition of workers in many undertakings. These developments have thus facilitated the effective implementation of official policy aimed at the elimination of recruiting.

II. Mozambique

203. In the field of wages policy, and more generally in its social policy, Mozambique is markedly lagging behind Angola; this is recognised by the authorities. Recent detailed statistics such as those for Angola are not available for Mozambique. Nevertheless, I was able to note that the authorities had issued provisions laying down minimum wages varying according to sector of activity and area (see paragraphs 168 et seq.). In accordance with the Rural Labour Code, these provisions also fix the maximum amounts which may be deducted in respect of benefits in kind (food, lodging, clothing).

204. The authorities appear to be contemplating an increase in minimum wages in the region of 30 per cent in 1971. A tendency to increase actual wages can already be seen in the public services (ports and railways—see paragraphs 146 et seq. and particularly paragraph 151), which also pay considerably higher rates for overtime, night work, work on Sundays and public holidays, etc. In certain undertakings (for example, paragraph 163) workers are entitled to various benefits not required by law; in dynamic undertakings, particularly in the industrial sector, actual wages are often above the statutory minima.

D. THE ROLE OF LABOUR INSPECTION SERVICES

205. This was the third area considered by the various supervisory bodies in regard to the application of Convention No. 105 in Angola and Mozambique (see paragraph 4 above).

I. Angola

206. The information analysed above (paragraphs 124 et seq.) and the considerable documentation supplied, including a large number of inspection reports and decisions giving warnings or imposing fines, show that the Labour Institute and the labour inspectorate seek to ensure the observance of laws and regulations relating to labour matters, including provisions aimed at ensuring that recruiting carried out by professional recruiters or directly by undertakings, where still current, should not become a form of "exploitation" of the workers. I was able to observe that the inspection and manpower services do not act merely on their own initiative. Frequently, their inspections are the result of individual representations or complaints. The increase in resources and changes in the organisation of the labour administration which are contemplated (see paragraph 126) should make possible an increase in the number and frequency of inspections.

II. Mozambique

207. Just as the development of employment services and wages policy in Mozambique lag behind the action in these fields undertaken in Angola, so also the labour inspection services established within the Mozambique Labour Institute have not yet grown to a size comparable to that of the corresponding services in Angola. There has indeed been a striking, and one might say paradoxical, reversal of the situation since 1961: while certain conclusions of the Commission of Inquiry appointed under article 26 of the ILO Constitution indicated that at that time the position in Mozambique gave rise to fewer reserves than that in Angola, today, as a result of the efforts made in Angola during the past decade, and especially in the last few years, the problems calling for attention appear to be greater in Mozambique than in Angola. One is bound to recall, however, that in Mozambique the problem concerning us is confined to 10 per cent of the labour force and that many cases of warnings, reports, fines and withdrawal of licences were brought to my attention (see paragraphs 141,

144, 173 and 174). In view of the procedural and legislative reforms and the strengthening of administrative structures which are envisaged, it is legitimate to hope that Mozambique will catch up on developments and that the active policy already pursued in Angola for a number of years will in due course lead to the elimination of recruiting.

* * *

208. It was my considered view that the various means by which I arrived at my findings required to be described in detail in this report. I believe that these findings may provide the ILO's supervisory bodies with clarification of matters in respect of which, because of the absence of precise data, they have not hitherto been able to carry out their functions in full knowledge of the situation.

209. The examination and cross-checking of all the information received have led me to the conclusion that, even where recourse is still had to recruiting, there is no evidence of coercion or pressure of a kind prohibited by Convention No. 105.

210. Recruiting is evidently an unseemly practice. The continued existence of professional recruiters shocks our conscience, for, as proclaimed in numerous international instruments, foremost among them the declarations embodied in the ILO Constitution—in 1919 as in 1944—"labour is not a commodity". However, my terms of reference related to the application of the Abolition of Forced Labour Convention (No. 105) and not to other ILO Conventions and Recommendations, including those relating to employment agencies. It may be noted that, in spite of the calculations which I made on the basis of information from various sources—including statements by recruiters—I was not able to determine clearly the amount of profit which professional recruiters derive from their activity. The essential point, nevertheless, is that the Government and administrative authorities are seeking to secure the elimination of such recruiting. From my observations, I believe that there is a real will to achieve this result.

211. In so far as legislative provision is made, in particular in the Rural Labour Code for the "unionisation" of workers falling within the scope of this Code, it might be assumed that the trade unions would act in defence of the interests of such workers in relation to employers and recruiters. However, it appears from my contacts with a number of trade union organisations both in Angola and Mozambique that in practice the action of the trade unions does not extend to "rural workers" (see paragraphs 128, 139 and 178). Consequently, at the present time, the implementation of the policies and laws through which it is sought to secure the application of Convention No. 105 depends primarily on the action of the public authorities.

212. The Portuguese authorities appeared to be fully aware of the need to develop further the series of policies which they have been pursuing in recent times. It is to be noted that, in official statements and documents, the authorities have repeatedly referred to ILO standards as reinforcing the legal basis of their decisions.

213. It needs also to be emphasised that, notwithstanding the reservations of principle of the Portuguese Government regarding the interpretation of the scope of the obligations arising from Convention No. 105 (see paragraph 8 above), I was able to carry out my mission in conditions of complete independence.

214. The methods utilised, within the framework of the "direct contacts" procedure, enabled me not only to gather information concerning laws, regulations and statistical data, but also to undertake specific inquiries so as to "establish the facts". I believe that this may constitute a precedent for certain analogous cases.

26 January 1971.

(Signed) PIERRE JUVIGNY.

It was possible to carry out this mission under the conditions described above only because I was able to enjoy the co-operation of the Portuguese governmental and administrative authorities and of the directors and managing staffs of the various undertakings, the immediate and spontaneous trust of workers in plantations, ports, railways, mines and factories, and the help of those who, whether by road or air, ensured our transport, both by day and by night, in conditions which were made all the more difficult for them by the fact that frequently our movements had deliberately not been pre-determined. My special thanks are due to the officials of the labour and manpower services, among whom particular mention needs to be made of the former President of the Labour Institute who, after his work in Angola, has recently been entrusted with the task of promoting the reforms which appear to be necessary in Mozambique.

I wish to express my most sincere thanks to Mr. David A. Morse, who was Director-General of the ILO at the date of my being designated to undertake this mission, to his successor, Mr. Wilfred Jenks, to Mr. Nicolas Valticos and to his collaborators, particularly Mr. K. T. Samson, who accompanied me during my visits and placed at my disposal not only his long experience of the application of international labour standards but also, and above all, his thorough knowledge of the problems of Angola and Mozambique.

P. J.