INTERNATIONAL LABOUR
CONFERENCE

TWENTIETH SESSION
GENEVA, 1936

RECORD OF PROCEEDINGS

INTERNATIONAL LABOUR OFFICE
GENEVA, 1936
APPENDIX XVI.

Resolutions adopted by the Conference.

(1) Resolution concerning holidays with pay for domestic servants, submitted by the Committee on holidays with pay 1.

The Twentieth Session of the International Labour Conference,

Considering that the International Draft Convention on annual holidays with pay does not apply to domestic servants;

Considering that these wage-earners have a special need of holidays with pay in view of their particularly long hours of work,

Considering that it is the duty of the International Labour Organisation to extend the benefits of international protection to that category of workers,

Requests the Governing Body to inscribe the question of holidays with pay for domestic servants on the Agenda of as early a future Session of the Conference as possible and to consider at the same time whether other conditions of domestic servants’ employment could form the subject of international regulation.

(2) Resolution concerning holidays with pay for hall porters, submitted by the Committee on holidays with pay 2.

The Twentieth Session of the International Labour Conference,

Considering that the International Draft Convention on annual holidays with pay applies only to the staff of industrial and commercial undertakings and to offices,

Considering that, as a consequence, only hall porters in those undertakings and offices will benefit from these regulations,

Considering that it is desirable that hall porters in other buildings and, in particular, in private houses should also benefit from an appropriate system of holidays with pay,

Requests the Governing Body of the International Labour Office to inscribe the question of holidays with pay for hall porters on the Agenda of a future Session of the Conference.

(3) Resolution concerning holidays with pay for home workers, submitted by the Committee on holidays with pay 3.

The Twentieth Session of the International Labour Conference;

Whereas the Draft International Convention on annual holidays with pay does not apply to home workers;

Whereas having regard to the present lack of any regulation of the hours of work of these workers they should at least be given the benefit of a paid annual holiday without delay;

Whereas owing to the special character of the relations between employers and home workers provision concerning the paid holidays of such workers must provide for special arrangements;

Whereas it is the duty of the International Labour Organisation to extend the benefit of international protection to this class of worker;

Requests the Governing Body to place the question of paid holidays for home workers on the Agenda of one of the next Sessions of the Conference.

1 See Proceedings, p. 464 and Appendix VII.
2 See Proceedings, p. 465 and Appendix VII.
3 See Proceedings, p. 465 and Appendix VII.
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(4) Resolution concerning holidays with pay for agricultural workers, submitted by the Committee on holidays with pay.

The Conference, recalling the resolution adopted by the Nineteenth Session concerning the insertion on the Agenda of the question of paid holidays in agriculture;

Taking into account the considerations which have led the Governing Body to confine itself for the present to referring this matter to its Committee on Agricultural Work;

Judging that it should be possible to take advantage of the exhaustive study made by the Conference into the general principles relating to the problem of paid holidays, and hence to deal with the problem, in so far as its application to agriculture is concerned, in a single Conference discussion;

Urges the Governing Body to enter the question of paid holidays in agriculture upon the Conference Agenda without delay.

(5) Resolution concerning the calling of a tripartite technical conference on hours of work in the building and civil engineering industry, submitted by Mr. Justin Godart, French Government Delegate, and Mr. Winant, United States Government Delegate.

The Conference decides to request the Governing Body to consider the convening of a tripartite technical conference of Governments and of employers' and workers' representatives in the building and civil engineering industry with a view to reaching an understanding as to hours of work in this industry, account being taken of the Report of the Committee on hours of work in building and public works of the present Session of the Conference.

(6) Resolution concerning the calling of a tripartite technical conference on conditions of work in the iron and steel industry, submitted by Mr. Muirhead, British Empire Government Delegate.

The Conference decides to request the Governing Body to consider the convening of a tripartite technical conference of Governments and of employers' and workers' representatives in the iron and steel industry with a view to reaching an understanding as to equitable standards based on adequate information concerning wages, hours and working conditions in the industry throughout the world.

(7) Resolution concerning the calling of a tripartite technical conference on hours of work in the coal mining industry, submitted by Mr. Justin Godart, French Government Delegate, and Mr. Winant, United States Government Delegate.

The Conference decides to request the Governing Body to consider the convening of a tripartite technical conference of Governments and of employers' and workers' representatives in the coal mining industry with a view to reaching an understanding as to hours of work in this industry, account being taken of the Report of the Committee on hours of work in coal mines of the present Session of the Conference.

(8) Resolution concerning the calling of a tripartite technical conference concerning conditions of work in the textile industry, submitted by Mr. Winant and Miss Miller, United States Government Delegates.

The Conference, taking into consideration:

(1) that there is a general desire for the improvement of the wages, hours and other working conditions of textile workers throughout the world;

(2) that, having regard to the varying standards of hours, wages and working conditions in different countries, such improvement requires the co-operation of the countries concerned, and that the International Labour Organisation provides the appropriate means of attaining agreement on equitable standards of hours, wages and working conditions;

(3) that the establishment of such equitable standards can only be achieved by discussion between the representatives of Governments', employers' and workers' organisations in the various countries:

Decides to request the Governing Body to convene a tripartite conference which would include the necessary technical and expert assistance from textile-producing countries. It would be the purpose of this conference to consider how the work already undertaken by the International Labour Organisation in connection with the improvement of conditions in the textile industry can best be advanced and to take into account all those aspects of the textile

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1 See Proceedings, pp. 406 and Appendix VII.
2 See Proceedings, pp. 447, 467 and Appendix VIII.
3 See Proceedings, pp. 449, 467 and Appendix IX.
industry which, directly or indirectly, may have a bearing on the improvement of social conditions in that industry.

(9) Resolution concerning migrant workers, submitted by the Committee on the migration of workers.

1. The Conference has noted with the greatest interest that the problem of the settlement of colonists and other independent workers in countries other than their own, more especially overseas, has been selected for discussion by the Migration Committee of the Governing Body. It welcomes the fact that this large and important problem is to be systematically studied, and expresses the hope that the work of the Migration Committee will lead as soon as possible to conclusions which can be laid before the Conference.

2. As regards the problems arising out of the movement of wage earners from the point of view of recruiting, placing and conditions of labour, with special reference to the problem of equality of treatment, the Conference, after taking note of the "Green" Report submitted to it at the present Session, expresses the hope that the Governing Body will take this subject into consideration with a view to placing it on the Agenda of the International Labour Conference as soon as possible, that is to say, in 1938, if possible.

(10) Resolution concerning the improvement of conditions of work in Asiatic countries, submitted by Mr. Fulay, Indian Workers' Delegate and Mr. Kono, Japanese Workers' Delegate.

In view of the urgent necessity of bringing about a general improvement in the conditions of work in Asiatic countries, and having regard to the successful results of the Labour Conference of American States held in Santiago de Chile in January 1936,

The Conference requests the Governing Body to consider the advisability of giving effect as soon as possible to the resolution adopted in 1931 for the convocation of an advisory tripartite labour conference of Asiatic countries,

The Conference further requests the Governing Body to consider the advisability of establishing an Asiatic Committee within the framework of the International Labour Office, with a view to holding its meeting every other year in an Asiatic country.

(11) Resolution concerning diseases due to dust, submitted by Mr. Winant and Miss Miller, Government Delegates of the United States of America.

Whereas the International Labour Office in 1930 convoked the first international conference of experts on silicosis, in conjunction with the Chamber of Mines, Johannesburg, and in other ways has sought to promote and stimulate research in several countries;

Whereas the International Labour Conference, by inscribing silicosis in the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934, has already recognised its importance;

Whereas there is need to draw up a plan of action for the protection of workers from silicosis and other respiratory diseases due to dust in numerous occupations in all countries;

Whereas the International Labour Conference is convinced of the expediency of submitting the various aspects of the question to fresh investigation in the light of further knowledge acquired in the course of recent years in the medical as well as in the technical sphere;

Therefore, the International Labour Conference requests the Governing Body to consider the desirability of convoking a new international meeting of experts which should be asked, after examination of available data, to propose a programme of national and international action to achieve (a) early diagnosis of these diseases (b) adequate compensation for injuries due to them and (c) maximum prevention of dust risks in the industries involved.

(12) Resolution concerning labour inspection, submitted by Mr. Jurkiewicz, Polish Government Delegate.

Whereas Article 41 of the Constitution of the International Labour Organisation lays down that each State should make provision for a system of inspection;

Whereas the institution of a system of inspection is one of the most essential methods of ensuring the efficacy of national and international social legislation;

Whereas the experience gained by inspection services in the various countries and the application over more than ten years of the Recommendation concerning the general principles for the organisation of systems of inspection adopted at the Fifth Session of the International Labour
Conference provide a series of points which could be embodied in the text of a Convention guaranteeing strict and effective application;

Whereas the hope that the Conference would adopt a Convention on labour inspection has frequently been expressed at the Conference as well as by the meeting of the representatives of labour inspection services held at The Hague in October 1935 and whereas, in the same connection, a resolution was adopted by the Labour Conference of American States at Santiago in January 1936;

The Conference requests the Governing Body of the International Labour Office to consider the desirability of placing the question of labour inspection on the Agenda of the 1938 Session of the Conference.

(13) Resolution concerning freedom of association, submitted by Mr. Winant and Miss Miller, Government Delegates of the United States of America.

Whereas the Constitution of the International Labour Organisation truly declares that "conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required as, for example, by the recognition of the principle of freedom of association"; and

Whereas the Governing Body, pursuant to a resolution adopted by the Conference at its Nineteenth Session and to a report of the Committee of the Governing Body on Freedom of Association, has decided that it would be desirable to include in the Agenda of an early Session of the Conference "the question of safeguarding the right of association of individual workers"; and

Whereas the Conference desires soon to enter upon the consideration of this subject with a view to taking some formal decision;

Therefore, the Conference requests the Governing Body to consider including in the Agenda of an early Session of the Conference the item of the safeguarding of individual workers in the exercise of their freedom of association from pressure by private employers on account of their joint participation in labour activities which are lawful for individuals acting singly.

(14) Resolution concerning opium smoking by workers, submitted by Mr. Jouhaux, French Workers' Delegate.

The Twentieth Session of the International Labour Conference:

Taking note of the report entitled "Opium and Labour" submitted by the International Labour Office;

Considering that it cannot remain indifferent to the conclusions of this report, in which it is stated that opium smoking is injurious to the workers, impedes their social and economic development, impairs their health and decreases their efficiency and, when it is practised continuously, shatters the health and increases the death rate of the smokers, and tends to reduce the rate of economic and social progress in the districts affected;

Believing that these effects are due both to unsatisfactory conditions of labour and to the official authorisation of the sale of opium to workers:

Requests the Governing Body to recommend the Governments in whose territory the sale of opium for smoking is authorised to improve conditions of labour by the following methods:

(1) reduction of hours of work in occupations where long hours are worked;

(2) guarantee of an adequate living wage and improvements of conditions of labour in arduous occupations which are generally the worst paid;

(3) establishment of facilities for medical treatment;

(4) establishment and organisation of collective spare time activities;

Also requests the Governing Body to bring to the notice of the competent bodies and of the Governments the following suggestions, with a view to drawing up rules which would complete the measures mentioned above in countries in which the sale of opium for smoking is authorised:

(1) the limitation of the sale of opium, either in the raw or the prepared form, to registered smokers;

(2) the registration of all workers addicted to opium smoking:
   (a) the establishment of registers for the registration of workers who smoke opium, such registers to remain open for a period of twelve months, after which they should be closed and no further smokers registered;

   (b) the granting of licences for registered workers authorised to smoke opium, so as to allow of the identification of the licence-holder and the purchase by him of the quantity of opium mentioned in the licence;

See Proceedings, p. 335 and Appendix IV.

1 See Proceedings, p. 338 and Appendix IV.
(c) notification to all registered smokers that the sale of opium will be discontinued at the end of five years;

(3) reduction of the quantity of opium sold to licensed smokers by one-fifth each year;

(4) establishment by the Government of curative centres where workers accustomed to smoke opium may obtain treatment to cure them of the habit;

(5) drawing up and application of such laws and regulations, and adoption of such measures as are considered necessary to prevent licensed smokers from substituting for the use of opium that of opium derivatives, cocaine or any other drug covered by the existing conventions;

(6) drawing up an application of such additional laws and regulations as Governments may consider necessary to bring about the cessation of the licensed use of opium for smoking within five years;

(7) application of measures to prevent workers who smoke opium from obtaining and smoking smuggled opium.

Whereas certain local improvements have been obtained in some countries through Government and national initiative but without any co-ordination between them, and whereas, so long as that situation continues, there will be the risk that such national efforts will one day conflict and increase the dangers to which universal prosperity, harmony and peace are exposed instead of strengthening and consolidating them;

Whereas, since the last Session of the Assembly of the League of Nations in 1935, it has been suggested by persons in authority and subsequently in definite proposals put forward by Governments that the economic and demographic problems which threaten the peace of the world should be discussed internationally and an attempt to solve them made at international conferences;

The Conference expresses the hope:

1. That the Governing Body will consider what steps might appropriately be taken to facilitate, after adequate preparation, the convocation, under the auspices of the League of Nations and with the close collaboration of the International Labour Organisation, of one or several conferences in which the representatives of workers' organisations shall participate, to discuss all the problems concerning currency, production, trade, settlement of populations and colonisation, on which the peace and prosperity of the world depend;

2. That in the examination of all these problems and in the solutions which may be proposed for them, the interests of the workers both in the mother countries and in the colonies shall always be borne in mind;

3. That with that end in view arrangements should be made for qualified representatives to define and uphold those interests at the meetings advocated above.

(15) Resolution concerning the calling of economic conferences, submitted by Mr. Jouhaux, French Workers' Delegate, and Mr. Kono, Japanese Workers' Delegate.

(16) Resolution concerning the nutrition of the workers, submitted by Mr. Schürch, Swiss Workers' Delegate.
Appendix XVI: Resolutions adopted by the Conference.

And the two resolutions concerning popular nutrition adopted by the Labour Conference of American States which are Members of the International Labour Organisation, held at Santiago in January 1936;

Whereas dietetic science has now demonstrated the close ties existing between the nutritional requirement of the workers and their occupations, but whereas much detailed information on the subject is still lacking;

Whereas the available statistics show that only the workers in the best economic position enjoy the nutritional standard which is considered satisfactory by the Technical Commission of the Health Committee of the League of Nations, but whereas precise information as to the extent and gravity of under-nourishment and malnourishment amongst the workers is still unavailable;

Whereas the potential output capacity of agriculture would enable the people to enjoy an adequate nutritional standard, but whereas maximum utilisation of this capacity under conditions which would also allow agricultural producers in their position as consumers to benefit by a general improvement in the standard of nutrition gives rise to social and economic problems, both international and national, of the utmost importance;

Whereas social legislation touches at many points upon the problem of the standard of nutrition of the workers and even sometimes, directly or indirectly, aims at its improvement, but whereas the requirements of modern dietetic science have not yet been taken into systematic consideration in drawing up such legislation;

Whereas numerous institutions, both public and private, as well as co-operative organisations of producers of foodstuffs and of consumers, are plying a part which contributes, directly or indirectly, towards the improvement of the standard of nutrition, but whereas rational co-ordination and organised collaboration, in spite of the progress achieved, need to be further promoted;

Declares:

That the nutrition of the workers should be considered as one of the most important problems which the International Labour Organisation has to solve;

And decides:

1. To request the Governing Body to take all the necessary steps to enable the International Labour Office to continue its studies of the problem of the nutrition of the workers, in collaboration with the Health Organisation and the Economic Organisation of the League of Nations, the International Institute of Agriculture, the International Committee of Inter-co-operative Relations and the other organisations which are in a position to collaborate in a solution, and to facilitate the relations of the Office with persons qualified to deal with the labour aspects of the problem and capable of assisting the Office in its researches and in its efforts to ensure the progress of dietetic science and to demonstrate the importance of that science in regard to social questions;

In regard to the work of the Office in this connection, the Conference considers it particularly desirable:

(a) To develop and co-ordinate the studies on the relation between nutritional requirements and the different occupations and on the practical means of ensuring that the underlying principles of nutritional hygiene shall be applied to all classes of workers;

(b) To initiate and co-ordinate enquiries into family budgets of rural and urban workers established on a uniform basis, with a view to obtaining comparable statistics concerning the present food consumption by working families, and to supplement these studies by collecting information on prices and available supplies of foodstuffs;

(c) To study the economic and social consequences of the different policies followed with a view to improving the standard of nutrition of the workers and their families;

(d) To study closely the principles upon which the regulation of wages, where such regulation exists, is based and the methods under which benefits under the system of social insurance or assistance are calculated;

(e) That the Office should collaborate with the appropriate organs of the League of Nations in studying the activities of institutions, both public and private, which deal with the problem of the nutrition of mothers and infants, school children, large families, unemployed and destitute persons, or which are endeavouring to find means of guaranteeing the constant and wholesome quality of foodstuffs placed at the disposal of consumers and are attempting to reduce the price-spread between production and consumption. The object of those studies should be to determine to what extent certain measures might contribute towards an improvement in the standard of nutrition of the workers and their families.

2. To request the Governing Body to consider the possibility of placing on the Agenda of the Conference certain questions relative to the aspects of the problem of nutrition to the solution of which the Conference might contribute in a constructive manner.
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(17) Resolution concerning calendar reform, submitted by Mr. García Oldini and Mr. Gajardo, Chilean Government Delegates.

Considering that the Eleventh Session of the International Labour Conference, held in Geneva in June 1928, passed a resolution in favour of calendar reform, drawing attention to the interest which this question has for the workers on account of its relation with the rationalisation of work and labour statistics and the regularisation of public holidays;

Considering that the Secretariat of the League of Nations has asked the International Labour Office to communicate to it periodically any information which it can obtain concerning the attitude to this question of the workers;

Considering that it is a well-recognised fact that the present calendar is very unsatisfactory from economic, social and religious standpoints, and that recent studies, investigations, and reports have shown that there is a marked trend of opinion in favour of its revision;

Considering that the resolution concerning calendar reform adopted by the Labour Conference of American States which are Members of the International Labour Organisation, at its Session held at Santiago in January 1936, recommends the adoption of the perpetual calendar of twelve months and equal quarters;

The International Labour Conference at its Twentieth Session:

Requests the Governing Body of the International Labour Office to call the attention of the Council of the League of Nations to the question of calendar reform and to ask it to recommend the Committee on Communications and Transit of the League of Nations to continue to study the whole of this question very closely at its meeting in 1936; and

Requests that copies of this resolution should be communicated to the Secretary-General of the League of Nations and to the States Members and non-Members of the International Labour Organisation.

(18) Resolution concerning public works, submitted by Mr. Mertens, Belgian Workers’ Delegate.

Whereas at its First Session, held in 1919, the International Labour Conference adopted a Recommendation paragraph IV of which requests the States Members of the International Labour Organisation to co-ordinate the execution of all work undertaken under public authority, with a view to reserving such work as far as practicable for periods of unemployment;

Whereas the International Labour Conference has adopted resolutions on this subject at previous Sessions, and in particular in 1926, 1933 and 1934;

Whereas during the present depression the action which might have been taken by developing public works, with the object of saving large numbers of workers from the hardships of unemployment and the community from the waste which such unemployment entails, has been delayed and rendered ineffective owing to a lack of sufficient information, organisation and agreement;

Whereas it is essential to remedy the situation with as little delay as possible, in order to ensure that the maximum effect may be obtained from public works;

The Conference:

1. Notes with satisfaction that the question of the planning of public works in relation to employment has been placed on the Agenda of the 1937 Session of the International Labour Conference;

2. Desires that at that Session a Grey-Blue Report should be submitted to it so that it would be possible for it to reach final decisions in 1937.

(19) Resolution concerning German emigration, submitted by Mr. Krier, Luxembourg Workers’ Delegate.

Whereas, for more than three years, thousands of persons have left Germany for political or racial reasons;

Whereas these events have had a serious effect, especially in the countries in which these emigrants have sought refuge, and particularly in the countries bordering on Germany where the economic depression is serious, and the position of the labour market has in consequence become more acute;

Whereas the solution of the manifold problems to which this intensive German emigration gives rise closely concerns the International Labour Organisation;

The Conference requests the Governing Body to instruct the International Labour Office to follow the situation with the closest attention and expresses the earnest hope that the 1936 Session of the Assembly of the League of Nations will take all the necessary steps to arrive at satisfactory and final solutions of the problems to which the situation gives rise;

And decides to transmit this resolution to the Assembly of the League of Nations.

1 See Proceedings, p. 487 and Appendix IV.
2 See Proceedings, p. 488 and Appendix IV.

1 See Proceedings, p. 489 and Appendix IV.
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(20) Resolution concerning unemployment, submitted by Mr. Winant and Miss Miller, Government Delegates of the United States of America.

 Whereas the presence of a large body of unemployed workers throughout times of prosperity was recognised as a major social problem in many industrial countries even before the present depression;

 Whereas in the economic recovery now proceeding in many countries re-employment appears to be lagging behind rising production, thus pointing toward a continuance of serious unemployment of a structural rather than a cyclical type;

 Whereas many countries concerned about the extent and persistence of this type of unemployment and interested in taking measures to combat it are desirous of obtaining more knowledge of the character and causes of unemployment in general and of so-called "technological unemployment" in particular;

 Therefore, the Conference requests the Governing Body to direct the International Labour Office, proceeding with its systematic studies of unemployment, especially to enquire into the effects of technological progress upon employment, and to indicate the different measures used or proposed which might be worth undertaking nationally and internationally in order to assure the security of workers, and so to harmonise the economic and social structure and the progress of technology that the economic order shall be put on the sound basis of participation in its benefits by the whole of the working population.

(21) Resolution concerning an enquiry into conditions of work in textile industries, submitted by Mr. Kono, Japanese Workers' Delegate.

 The Conference requests the Governing Body to consider the advisability of taking the necessary action to give effect to the resolution adopted by the International Labour Conference in 1928, requesting an enquiry into the conditions of work of persons employed in textile industries.

(22) Resolution concerning methods to promote the industrial development of the various countries, submitted by Mr. Fulay, Indian Workers' Delegate.

 Whereas the placing of large quantities of the manufactured goods of one country in another, especially at very low prices, regardless of the effect thereof on the wages and employment of workers in countries receiving such goods, results in their standard of living being adversely affected;

 The Twentieth Session of the International Labour Conference invites the Governing Body to investigate the problems concerned and to study the methods by which the normal industrial development of all countries may be promoted with a view to raising the standards of living generally.

1 See Proceedings, p. 491 and Appendix IV.
2 See Proceedings, p. 493 and Appendix IV.