

- “(c) The provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement ;
- “(d) Policies in regard to wages and earnings, hours, and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection ;
- “(e) The effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures ;
- “(f) The extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care ;
- “(g) Adequate protection for the life and health of workers in all occupations ;
- “(h) Provision for child welfare and maternity protection ;
- “(i) The provision of adequate nutrition, housing, and facilities for recreation and culture ;
- “(j) The assurance of equality of educational and vocational opportunity.

“ IV

“ Confident that the fuller and broader utilization of the world’s productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations, to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade, the Conference pledges the full co-operation of the International Labour Organization with such international bodies as may be entrusted with a share of the responsibility for this great task and for the promotion of the health, education, and well-being of all peoples.

“ V

“ The Conference affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world.”

From the remarks made at Philadelphia by Government, employers’, and workers’ representatives as to the significance of this Declaration, two lines of thought were clearly discernible. Its adoption was generally regarded as in itself a substantial and important achievement. As the Acting-Director of the I.L.O. said at the time, it is “ a result which goes far beyond indicating some general principles on which this Organization is to work. It sets a North Star by which national and international authorities may steer their course with greater certainty than heretofore towards the promotion of the common welfare of mankind, and it sets the common welfare of mankind as the destination which must be reached whatever economic storms may be encountered or whatever reefs must be avoided.” There was an equally general awareness, however, that it represented a first step only—that its principles would need to be implemented in a practical manner, and implemented as rapidly as possible, if the high purposes and promises held out to the world’s people are to be realized in their fullness. Typical of this attitude was the view expressed by the Indian workers’ delegate, who said : “ Your task is not merely to assent passively to this solemn Declaration, but to go home and impress on your Government, impress on your employers, impress on the workers’ organizations, that they must enforce the voice of this meeting in a practical manner, that men, women, and children have a right to exist in conditions of decency and economic stability.”

Most of the remaining work of the Conference was devoted to a detailed and thorough consideration of specific means whereby these principles can most quickly and effectively be translated into action.

There follows a brief review of this work as undertaken by the six Agenda Committees, whose task it was to reach agreed recommendations on the subjects assigned to them for consideration and approval by the full Conference in its concluding sessions.

COMMITTEE ON ITEMS I AND II OF THE AGENDA

At the outset of the Conference the opinion was widely shared that the first two items of the Agenda, dealing respectively with the future policy, constitution, and status of the International Labour Organization and recommendations to the United Nations for present and post-war social policy, equally raised matters of the highest importance. For this reason and since the two items were felt to be so closely related, it was decided to consider them jointly by the Conference as a whole rather than to follow the normal procedure of referring them, in the first instance, to *ad hoc* Committees of the Conference. The first three days were consequently devoted to a formal debate in plenary session on the whole range of questions covered in the reports submitted by the Office on each of these items of the Agenda.

Special significance was attached to item II (Recommendations to the United Nations on Present and Post-war Social Policy), in so far as the decision of the Governing Body to include it on the Agenda manifested a willingness on the part of the United Nations represented to submit future international policies in the social field to free discussion and decision by all the members of the International Labour Organization, including those countries which are not members of the United Nations. As the Acting-Director emphasized at the time, the inclusion of this item represented “ a public and official manifestation of the determination of those members of the United Nations who