

young workers through learners' rates when substantial periods of learning are required and through apprenticeship programmes. Wherever the arrangements normally made by means of collective bargaining are not effective, special efforts should be made to assure—

- (a) The payment to apprentices of fair and reasonable rates of compensation for productive labour performed as a part of training, and the inclusion in apprenticeship contracts of provisions regarding the method of determining remuneration and the scale of increase of remuneration during the apprenticeship, in accordance with the provisions of paragraph 4 (1) of the Apprenticeship Recommendation, 1939:
- (b) The application of the following principles where the wage-rates for young workers not employed under apprenticeship are customarily fixed separately from those of adults:—
 - (i) Responsibility for fixing the rates should be entrusted to joint Wages Boards or to other suitable bodies on which the interests of the employer and worker are represented; and
 - (ii) The rates should be fixed in the light of educational requirements, experience, job-content, and the average output of young workers, with provision for successive increases in minimum wage-rates commensurate with the average time needed to gain proficiency, and without prejudice to the principle of equal pay for equal work. Where remuneration is based on output, special safeguards against overstrain should be introduced.

G. Board and Lodging

31. In order to assure proper living conditions for young workers who are away from home for the purpose of vocational training or employment, provision should be made for—

- (a) Fixing proper standards of sanitation, comfort, moral decency, and adequate nutrition to be complied with when an employer furnishes board and lodging to a young worker or apprentice, and making an appropriate authority responsible for ensuring that these standards are respected;
- (b) Satisfactory living quarters and meals for young workers living away from home whose employers do not supply board and lodging, if necessary by encouraging the establishment of hostels or by establishing them.

H. Methods of Supervision

32. In order that the regulation of the employment of children and young persons may be fully effective, appropriate methods of supervision, including the following, should be established:—

- (a) Labour Inspectors should be specially trained so that they will pay particular attention to the working conditions of children and young persons and will supplement legal measures with practical advice regarding the application of the measures to particular cases; special training should also be provided for vocational guidance counsellors and placement personnel;
- (b) Supervisory authorities should be assigned, within limits carefully defined by law, authority to suspend employment or to modify conditions of employment which might be injurious to young workers;