

(n) RESOLUTION CONCERNING WOMEN'S WORK

Whereas in the Declaration of Philadelphia the International Labour Organization affirmed that 'all human beings, irrespective of race, creed, or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity';

Whereas the International Labour Organization has since its inception endeavoured to afford to women workers an opportunity for full participation in the economic life of their countries;

Whereas the principles and procedures advocated by the International Labour Organization relate to educational and vocational opportunities, employment opportunities, the recognition of the principle of equal remuneration for work of equal value, conditions of work, and safeguards for motherhood and the health, safety, and welfare of women workers; and

Whereas it is important that these principles and procedures should be known and applied as widely as practicable.

The International Labour Conference,

Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its thirtieth session on 19 June, 1947,

Desires to bring to the attention of States members of the Organization the following statement of principles and procedures contained in Conventions and Recommendations adopted by the International Labour Conference:

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1. The Employment (Transition from War to Peace) Recommendation, 1944, enunciates the principles that

"The redistribution of women workers in the economy should be organized on the principle of complete equality of opportunity for men and women on the basis of their individual merit, skill, and experience, without prejudice to the provisions of the International Labour Conventions and Recommendations concerning the employment of women.

"In order to place women on a basis of equality with men in the employment market, and thus to prevent competition among the available workers prejudicial to the interests of both men and women workers, steps should be taken to encourage the establishment of wage rates based on job content, without regard to sex.

"The employment of women in industries and occupations in which large numbers of women have traditionally been employed should be facilitated by action to raise the relative status of these industries and occupations and to improve conditions of work and methods of placement therein."

2. The Minimum Wage Fixing Machinery Convention, 1928, provides that "minimum rates of wages can be fixed for workers employed in certain of the trades or parts of trades (and in particular in home working trades) in which no arrangements exist for the effective regulation of wages by collective agreement or otherwise and wages are exceptionally low;" and the Minimum Wage Fixing Machinery Recommendation, 1928, provides that "special regard might usefully be had to trades or parts of trades in which women are ordinarily employed."

3. The Vocational Training Recommendation, 1939, provides that "Workers of both sexes should have equal rights of admission to all technical and vocational schools"; that "Appropriate facilities for technical and vocational training should be provided for occupations in which women and girls are mainly employed, including domestic employments and activities"; and that "Persons of both sexes should have equal rights to obtain the same certificates and diplomas on completion of the same studies."