

APPENDIX III.—RESOLUTIONS ON LABOUR POLICY

1. RESOLUTION CONCERNING EMPLOYMENT SERVICE, RECRUITMENT, AND VOCATIONAL TRAINING

A. Employment Service

1. The wartime developments in the organization of employment services in Asian countries and their subsequent extension and utilization for helping to place former Service personnel and war workers in employment are noteworthy.

2. The development of a proper employment service organization is necessary for securing the proper utilization of national man-power resources and for promoting the mobility of labour, and it will also be a useful preliminary to the introduction of unemployment insurance and relief.

3. The Conference, therefore, expresses the hope that these services will be further expanded so that they will be made available in due course to all employers and workers in the community, and invites the Governments concerned to implement the principles and practices embodied in the International Labour Code as fully as possible in organizing the employment services and recommends to its members, the representatives of Governments as well as those of employers' and workers' organizations, that they take steps to promote the engagement of workers through employment offices where such exist.

4. The Conference requests the Governing Body to draw the attention of Governments of Asian countries to the need for the proper and healthy development of employment services and to instruct the International Labour Office to study, with the assistance of the Governments concerned, the working of these employment services in the light of international experience with a view to encouraging their healthy and proper development.

B. Recruitment

5. It is the practice of some employers in Asian countries to recruit workers indirectly through agencies such as jobbers, recruiting contractors, Kanganis, Cais, &c., and frequently in such cases workers fail to understand clearly the terms and conditions of service and incur personal obligations to the recruiting agent or other intermediary.

6. The Conference, therefore, desires to draw the attention of the Governments of the Asian countries to the necessity for taking steps—

- (a) To eliminate within the shortest practicable period all intermediate agencies between the real employers as defined by national laws and regulations and the workers so that the former will be responsible for the conditions of work, for the payment of wages to the workers, and the observance of the statutory regulations such as grant of holidays, &c.; and
- (b) Where the absence of suitable employment services administered by public authorities makes the employment of recruiting agents necessary, to frame and enforce regulations to ensure that workers, before leaving their homes, clearly understand the terms and conditions of service, to prevent workers from being placed under any personal obligations to the recruiting agent or other intermediary, and to provide, where necessary, for the repatriation of workers without cost to themselves.

7. The Conference requests the Governing Body to instruct the International Labour Office to study, with the assistance of the Governments concerned, the recruitment systems now in force in Asian countries, and the steps taken to give effect to these proposals.