

The Committee considered this part of its Agenda in three stages. It dealt first with the question of equal remuneration for men and women workers for work of equal value, then with the question of a guaranteed wage. Finally, when it became clear that insufficient time remained for consideration of various other points which had been raised in the general report and on certain proposed resolutions relating to this part of its Agenda which had been submitted by members of the Committee, it considered what action should be taken to ensure that further consideration would be given by the Conference, at the earliest opportunity, to the programme for future action by the International Labour Organization in the field of wages.

Besides being raised in the general report, the first question had also been raised in a resolution on the principle of equal pay for equal work for men and women workers which had been adopted by the Economic and Social Council of the United Nations. This resolution invited the International Labour Organization "to proceed as rapidly as possible with the further consideration of this subject and to report to the Council on the action which it has taken." It also formed the subject of a proposed resolution submitted to the Conference and referred to the Committee on Wages, and a further proposed resolution submitted directly to the Committee by one of its members. The text of the latter proposal, while not differing fundamentally from the former, went further on certain points and was designed to ensure that effective action would be taken by the International Labour Organization. It was supported by the workers' members as an improvement on the text of the first proposed resolution, which was withdrawn.

The proposed resolution as finally adopted by the Committee—employers' members, with one exception, abstaining—draws the attention of States members to various statements on the principle of equal remuneration for work of equal value and the importance of taking appropriate measures to secure effective application of this principle. It invites the Governing Body (a) to request Industrial Committees, Regional Committees, and other bodies meeting under the auspices of the International Labour Organization to take this principle fully into account in dealing with questions concerning women and girls; (b) to instruct the International Labour Office to continue and develop its studies and inquiries on the subject; (c) to place the question on the Agenda of the earliest possible session of the Conference, preferably the next general session, with a view to the adoption of appropriate international regulations; and (d) to take such further action as may be appropriate to promote the solution of the various problems involved in its application.

The proposed resolution was adopted by the Conference, the employers' group again abstaining as a result of the defeat of two amendments designed to leave it to the Governing Body to consider the "desirability" of requesting Industrial Committees and the like to take the principle into account, and the "desirability" of placing the question on the Agenda of an "early" session of the Conference (Appendix No. 6).

The preamble to a resolution concerning the guaranteed wage which was adopted by the Conference refers to views expressed by the Iron and Steel Committee and the Metal Trade Committee on this subject, and expresses the view that it is of the utmost importance to provide, wherever and whenever possible, steady employment and income for wage-earners. The resolution falls into two parts: the first recognizes the desirability of extending the application of the principle of the guaranteed wage; the second suggests that the subject should be studied by appropriate Industrial Committees as to methods of application, and requests the Governing Body to consider the desirability of placing the subject on the Agenda of an early session of the Conference. It is thus left to the Governing Body to decide when the time is ripe to place the matter on the Agenda of the Conference (Appendix No. 7).