

RECOMMENDATION CONCERNING THE PROGRESSIVE ELIMINATION OF RECRUITING.

The General Conference of the International Labour Organization, having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Twentieth Session on 4th June, 1936, and having decided upon the adoption of certain proposals with regard to the progressive elimination of recruiting, which is included in the first item on the agenda of the session, and having determined that these proposals shall take the form of a Recommendation, adopts, this twentieth day of June, of the year one thousand nine hundred and thirty-six, the following Recommendation, which may be cited as the Elimination of Recruiting Recommendation, 1936.

The Conference, having adopted a Draft Convention concerning the regulation of certain special systems of recruiting workers, considering that in addition to the regulation of recruiting of labour it should be a cardinal principle to be followed by the Members of the International Labour Organization to direct their policy where necessary and desirable towards the progressive elimination of the recruiting of labour and the development of the spontaneous offer of labour, recommends that each Member of the International Labour Organization should take steps to hasten such elimination by—

- (a) Improvement of the conditions of labour ;
- (b) Development of the means of transport ;
- (c) Promotion of the settlement of workers and their families in the area of employment, where such settlement is the policy of the competent authority ;
- (d) Facilitating the voluntary movement of labour under administrative supervision and control ; and
- (e) The educational development of indigenous peoples and the improvement of their standard of living.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organization during its Twentieth Session which was held at Geneva and declared closed the 24th day of June, 1936.

In faith whereof we have appended our signatures this 18th day of July, 1936.

President of the Conference :

C. V. BRAMSNÆS.

Acting Director of the International Labour Office :

E. J. PHELAN.

DRAFT CONVENTION CONCERNING THE REDUCTION OF HOURS OF WORK ON PUBLIC WORKS.

The General Conference of the International Labour Organization, having met at Geneva in its Twentieth Session on 4th June, 1936, considering that the question of the reduction of hours of work on public works undertaken or subsidized by Governments is the third item on the agenda of the session, confirming the principle laid down in the Forty-hour Week Convention, 1935, including the maintenance of the standard of living, considering it to be desirable that this principle should be applied by international agreement to public works, adopts this twenty-third day of June, one thousand nine hundred and thirty-six, the following Draft Convention, which may be cited as the Reduction of Hours of Work (Public Works) Convention, 1936 :—

Article 1.

1. This Convention applies to persons directly employed on building or civil engineering works financed or subsidized by central Governments.

2. For the purpose of this Convention the precise scope of the terms " building or civil engineering," " financed," and " subsidized " shall be delimited by the competent authority after consultation with the organizations of employers and workers concerned where such exist.

3. The competent authority may, after consultation with the organizations of employers and workers concerned where such exist, exempt from the application of this Convention—

- (a) Persons employed in undertakings in which only members of the employers' family are employed ;
- (b) Persons occupying positions of management who do not ordinarily perform manual work.

Article 2.

1. The hours of work of persons to whom this Convention applies shall not exceed an average of forty per week.

2. In the case of persons who work in successive shifts on processes required by reason of the nature of the process to be carried on without a break at any time of the day, night, or week, weekly hours of work may average forty-two.

3. The competent authority shall, after consultation with the organizations of employers and workers concerned where such exist, determine the processes to which paragraph 2 of this Article applies.

4. Where hours of work are calculated as an average the competent authority shall, after consultation with the organizations of employers and workers concerned where such exist, determine the number of weeks over which this average may be calculated and the maximum number of hours that may be worked in any week.

5. For the purpose of this Convention, the term " hours of work " means the time during which the persons employed are at the disposal of the employer and does not include rest periods during which they are not at his disposal.