

Present acting director of the ILO, Edward J. Phelan, succeeded John G. Winant in 1941 on Mr. Winant's appointment as United States ambassador to the United Kingdom.

Annual International Labour Conferences are made up of tri-partite representation. Each member country sends two delegates representing the government (usually from the Department of Labour), one delegate representing labour, and one representing employers. Advisers may also be sent with each delegate, with the result that when the conference breaks up into committees to study individual proposals made by the ILO, a delegate may be represented on several committees by his advisers.

In countries like Canada and the United States, where there is more than one major labour organization, the labour delegate may be chosen from one organization, and some of his advisers from the other, with the result that both have equal representation on committees and equal voting power when the committees' findings are voted on. So far in Canada the Trades and Labour Congress and the Canadian Congress of Labour have been represented in this way, and the Canadian and Catholic Confederation of Labour has had a representative attached to the government delegation.

Delegates vote at the conferences as representatives of labour, management and government, not as representatives of their countries. Of 124 votes analyzed, workers' delegates were unanimous in 106 cases, employers in 72, and government delegates, representing governments with varying policies, in only 56 cases.

A "draft convention" may be proposed by any member; the subject is then fully examined by the permanent staff of the ILO, and the results of their research circulated so that members may be fully informed when it comes up for discussion as a convention at the following conference.

After the various subjects have been fully discussed in committee, they are voted on in a plenary session, and if approved by a two-thirds majority they are adopted. The adviser who sat on the committee concerned usually votes in the plenary session, rather than the delegate he represents.

Since the organization of the ILO, 67 conventions and 66 recommendations have been adopted, and there have been 884 ratifications by 50 different countries. These conventions fall into five major categories: those designed to protect women and children against harmful labour practices; those dealing with hours of work; social insurance; safety measures and industrial health; and unemployment.

A great deal of research as to measures already existing is done by the staff before any convention is drawn up. One of the functions of the ILO is the publication of a great many studies on various subjects, some of them undertaken at the request of particular governments to aid them in some special project; others undertaken with a view to carrying out, or at least publicizing as a preliminary step, the ILO's own policies.

After a convention has been adopted by the ILO, the member states are under obligation to submit it to their legislative bodies for discussion. There is no compulsion for any country to adopt it, but if its parliament does vote in favor of it, the country ratifies the convention and is then bound to put it in effect immediately. It also must report to the next conference as to how it is carrying out the provisions of the conventions it has ratified. Legal experts examine these reports; if it appears to them that the application of a convention in any given country is not according to the standards of the ILO convention, shortcomings as found by the legal experts are examined by a tripartite committee, which may make recommendations. The member state

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