

V.

All possible steps should be taken to see that no alcoholic temptations are placed in the way of workers engaged in forced or compulsory labour.

The foregoing is the authentic text of the recommendation duly adopted by the General Conference of the International Labour Organization during its Fourteenth Session which was held at Geneva and declared closed the 28th day of June, 1930.

In faith whereof we have appended our signatures this 25th day of July, 1930.

President of the Conference:

E. MAHAIM.

Director of the International Labour Office:

ALBERT THOMAS.

DRAFT CONVENTION CONCERNING THE REGULATION OF HOURS OF WORK IN COMMERCE AND OFFICES.

The General Conference of the International Labour Organization of the League of Nations, having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fourteenth Session on 10th June, 1930, and having decided upon the adoption of certain proposals with regard to the regulation of hours of work in commerce and offices, which is included in the second item on the agenda of the session, and having determined that these proposals shall take the form of a draft international convention, adopts, this 28th day of June of the year 1930, the following Draft Convention for ratification by the members of the International Labour Organization, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding parts of the other treaties of peace:—

Article 1.

1. This Convention shall apply to persons employed in the following establishments, whether public or private:—

- (a) Commercial or trading establishments, including postal, telegraph, and telephone services, and commercial or trading branches of any other establishments:
- (b) Establishments and administrative services in which the persons employed are mainly engaged in office work:
- (c) Mixed commercial and industrial establishments, unless they are deemed to be industrial establishments.

The competent authority in each country shall define the line which separates commercial and trading establishments, and establishments in which the persons employed are mainly engaged in office work, from industrial and agricultural establishments.

2. The Convention shall not apply to persons employed in the following establishments:—

- (a) Establishments for the treatment or the care of the sick, infirm, destitute, or mentally unfit:
- (b) Hotels, restaurants, boardinghouses, clubs, cafés, and other refreshment-houses:
- (c) Theatres and places of public amusement.

The Convention shall nevertheless apply to persons employed in branches of the establishments mentioned in (a), (b), and (c) of this paragraph in cases where such branches would, if they were independent undertakings, be included among the establishments to which the Convention applies.

3. It shall be open to the competent authority in each country to exempt from the application of the Convention—

- (a) Establishments in which only members of the employer's family are employed:
- (b) Offices in which the staff is engaged in connection with the administration of public authority:
- (c) Persons occupying positions of management or employed in a confidential capacity:
- (d) Travellers and representatives, in so far as they carry on their work outside the establishment.

Article 2.

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: it does not include rest periods during which the persons employed are not at the disposal of the employer.

Article 3.

The hours of work of persons to whom this Convention applies shall not exceed forty-eight hours in the week and eight hours in the day, except as hereinafter otherwise provided.

Article 4.

The maximum hours of work in the week laid down in Article 3 may be so arranged that hours of work in any day do not exceed ten hours.