		Reduction of Hours.	· · · · · · · · · · · · · · · · · · ·		Minimum Age.			Public Works.	e figure 2 indicates two vo		Building Industry,			
· 	Tex(ile Industry, (Draft Convention adopted.)	Chemical Industry.	Printing and Kindred Trades, (Draft Convention not adopted)	.: Convention (Industrial). l.) (Revising Convention unlepted	Convention (Non-industrial). (Revising Convention adopted.)	Recommendation concerning Admission to Industrial Employment in Family Undertakings (Adopted.)	Recommendation on	Recommendation on National Planning, (Adopted.)	Safety Provisions, (Adopted.)	Inspection, (Adopted.)	in Accident Prevention, (Adopted.)	Vocational Education. (Adopted.)	Recommendation concerning Safety Provisions. (Adopte I.)	!
(r.)	For, 88: Against, 41.	For, 76: Against, 42.	For, 72: Against, 43.	For, 98: Against, 18.	For, 81: Against, 22.	For, 82: Against, 18.	For, 148: Against, 0.	For. 147: Against, 0.	For, 128: Against, 0.	For, 124: Against, 0.	For, 115: Against, 0.	For, 122: Against. 0.	For, 117: Against, 3.	Afghanistan
Albania	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Albania — Government.
Government United States of America		For (2)	Abs.	For (2)	For (2)	For (2)	For (2)	For (2)	For (2)	Abs. For (2)	For (2)	 For (2)	For (2)	United States of Ameri Government.
Employers Workers	For (2) For For	For (2) For For	For For	For (2) For	For (2) For	For For	For For	For For	For For	For For	For For	For For	For For	Employers, Workers, Argentine Republic—
	For (2) Abs.	Abs.	Abs.	For (2) Abs.	For (2) Abs.	Abs.	For (2) Abs.	For (2) Abs.	For Abs.	For (2) Abs.	For (2) Abs.	For (2) Abs.	For Abs.	Government Employers.
Employers	For Agst.	For Agst.	For Agst.	Abs. Abs.	Abs. Abs.	Abs. Abs.	For For	For For	For For	For Abs.	For For	For For	For Abs.	Australia — Government, Employers, Workers.
Austria— Government	For	For Abs.	Abs.	For Abs.	For Abs.	Abs.	For (2)	For (2)	For (2)	For (2)	For (2)	For (2)	For (2)	Austria Government, Employers,
Employers	Agst. For	Agst. For	Agst. For	Abs. For	Abs.	Abs. For	For For	For For	For Abs.	For Abs.	For Abs.	For Abs.	Abs.	Workers. Belgium
	For (2) Agst. For	For (2) Agst. For	For (2) Agst. For	For (2) Agst. For	For (2) Agst. For	For (2) Agst. For	For (2) For	For (2) Abs. For	For (2) For	For (2) Abs. For	For (2) Abs. For	For (2) Abs. For	For (2) For For	Government, Employers, Workers,
Employers	For Abs.	For Abs.	Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	Bolivia Government, Employers, Workers,
Workers Brazil—	Abs.	Abs.	Abs.	Abs.		Abs. For (2)	Abs. For (2)	Abs. For (2)	Abs.	Abs. For (2)	Abs. For (2)	For (2)	Abs.	Brazil - Government.
Employers Workers	For (2) Agst For	Agst. For	Agst. For	Agst.	Agst.	Agst. For	For For	Abs. For	Abs. For	Abs. For	Abs. For	Abs. For	Abs.	Umployers. Workers. British Empire -
British Empire— Government Employers Workers	Agst. (2) Agst For	Agst. (2) Agst. For	Agst. (2) Agst. For	Abs. Agst. For	Abs. Agst. For	Abs. Abs. For	Abs. Abs. For	Abs. Abs. For	For (2) For For	For (2) For	For (2) Abs. For	For (2) For For	For (2) Abs. For	Government. Employers. Workers.
Bulgaria— Government Employers	Abs	Abs.	Abs. Agst.	For (2) Abs.	Abs.	Abs. Agst.	For	For (2)	Abs.	For Abs.	For For	For	Abs.	Bulgaria Government. Employers. Workers
Workers Canada—	Abs.	Abs.	Abs.	For (2)	For	Abs.			For	For	For (2)	For (2)	For (2)	Workers. Canada — Government.
	For (2) Agst. For	Abs. Agst. For	Abs. Agst. For	Agst.	For (2) Agst. For	For (2) Abs. For	For	For For	For	For For	For For	For	Abs.	Employers. Workers. Chile -
Chile— Government China—		Abs.	Abs.	For (2)	For (2)	Abs.	Abs.	For (2)	For	For	Abs.	Abs.	For	Government. China
Government Employers	$A \mathrm{gst}$	Abs. Agst. For	Abs. Agst. For	For (2) Abs. For	Abs. Abs. For	Abs. Agst. For	For (2)	For (2) For For	For (2) Abs. Abs.	For (2) For Abs.	For (2) For	For (2) For Abs.	For (2) Abs. Abs.	Government. Employers. Workers.
Colombia— Covernment	1	Abs.	Abs.	Abs.	Abs.	Abs.	For (2)	For (2)	Abs.	Abs.	Abs.	For (2)	For (2)	Colombia—Government.
Cuba Government Employers Workers	Abs.	For (2) Agst. For	For (2) Agst. For	For (2) For	For (2)	For (2) For	For (2) For For	For (2) For For	For (2) For For	For (2) Abs. For	For Abs.	For (2) Abs. For	For (2) Abs. For	Government. Employers, Workers.
Denmark— Government	For (2)	For (2)	For (2) Agst.	Abs.	Abs.	i		For (2	For (2)	For (2)	For (2) Abs.	For (2) Abs.	For (2) Abs.	Denmark — Government, Employers,
Employers Workers Dominican Republic—	Agst. For	Agst. For	For	Agst. For	Agst.	Agst. For	ror !	For	ror	For	For	For	For	Workers. Dominican Republic— Government.
	For (2)	For (2) Abs.	Abs.	For (2) Abs.	For (2) Abs.	For (2) Abs.	For (2) For	For (2)	For Abs.	For Abs.	: For Abs.	For (2)	!	Egypt Government.
Ecuador Government	į	For	For	For	For	For	For	For	For	For	For	Abs.	For	Ecuador — Government.
Employers	For (2) Agst.	For (2) Agst.	For (2) Agst.	For (2) Agst.	For (2) Agst.	For (2) Agst.	For (2)	For (2)	For (2)	For (2)	For (2) Abs. For	Abs. Abs. For	Agst. (2) $Agst.$ For	Spain Government, Employers, Workers,
Workers Estonia Government	Aust. (2)		For Agst. (2)	For Abs.	For Abs.	For Abs.	For (2)	For (2)	i Kanada	For (2)	For (2)	For (2)	For (2)	Estonia Government.
Employers Workers	Agst.	Agst.	Agst.	Agst.	Agst.	Agst. For	For For	For For	Abs. For	i	Abs.	Abs. For	!	Employers, Workers, Finlant
Finland Government Gov	For (2) Agst. For	For (2) Agst. For	For (2) Agst. For	Abs Agst. For	Abs. $Agst.$ For	Agst.	Abs.	Alice	£2	Alice	Alis	For (2) Abs. For	For (2) Abs. For	Government, Employers, Workers,
F_{ritner}					For (2) Abs For	For (2)						For (2) For For	For (2)	France Government, Employers.
Treere		For	For	•	•		;		1	For (2)	For (2)	For (2)		Greece
Government Employers Workers	Abs.	Abs. Abs. For	Abs. Abs. For	For (2) Abs. For	For	Abs. For						Abs.	Abs. For	Employers, Workers, Hungary
Hungary — Government Employers Workers	Agst.	Abs. Agst. For	Abs. Agst. For	Abs. Abs.	Abs. Abs. For	Abs. Abs. For	For (2) For For	Abs. For	For (2) Abs. For	For (2) Abs. For	For (2) Abs. For	Abs.	Abs. For	Government. Employers, Workers.
	Agst. (2) Agst.		Agst. (2)	For (2)	Agst. (2)	Abs.	Abs.	Abs. Abs.	Abs.	Abs.	Abs.	For (2)	Abs.	India Government, Employers,
Employers Workers Iraq Government	For	For				For	For	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	For Abs.	Workers. Iraq - Government.
Government Iran - Government		Abs.	Abs.	Abs.	Abs.	Abs.	Abs.	Abs. For (2)	Abs.	Abs.	Abs.	Abs.	Abs.	Iran - Government.
7 V (44	!		Ale	Alm	Abs.	Abs.	For (2)	For (2)	For (2)	For (2)	For (2) Abs.	For (2)	For (2) Abs.	Irish Free State— Government, Employers,
Ianaa	Abs Agst For	Agst.			For	For	101		For	For	For	For	For	Workers. Japan —
Employers Workers	Agst. (2) $Agst.$ For	Agst.	Agst. (2) Agst. For	:	Abs. Agst. For	Agst.	For	Abs. For For	Abs.	For (2)	\= I	- ()	For (2)	Employers. Workers.
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Workers Lithuania— Government	For	For (2) Agst.	For (2) Agst.		Abs. Agst.				For (2) For For	For (2) For For	For (2) Abs. For	For (2)	For For	Latria — Government, Employers, Workers,
Lurembura		For (2) Agst. For	For (2) Agst. For	Abs. Agst. Abs.		Abs. Agst. Abs.	For (2) For For	For (2) For	For (2) For For	For (2) For For	For (2) Abs. For	For (2) Abs. For	For (2) For For	Government, Employers, Workers,
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Workers	Abs. Agst. For For (2) Agst. For	For (2) Agst. For Abs. Agst. For For (2) Agst. For	For (2) Agst. For Abs. Agst. For For (2) Agst. For	Abs. Agst. Abs. For (2) Agst. For (2) Agst. For	For (2) Agst. For (2) Agst. For	Abs. Agst. Abs. For (2) Agst. For For (2) Agst. For	For (2) For (2) For For For (2) For (2) For For	For (2) For (2) For (2) For (2) Abs. For	For (2) For For For (2) Abs. For For For	For (2) For For For (2) Abs. For	For (2) Abs. For For (2) Abs. For For (2) For (5) Abs. For	For (2) Abs. For (2) Abs. For (2) Abs. For	For (2) For (2) For (2) For (2) For (2) For For	Government, Employers, Workers. Lithuania— Government, Employers, Workers, Luxemburg— Government, Employers, Workers, Mexico —
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Workers Iexico Government Employers Workers Vorway Government Employers Workers Vor Zealand Government Employers Vorkers Vorkers Canama Government Catherlands Government Employers Workers Peru - Government Poland Government Employers Poland Government Employers Poland Government Employers	Abs Agst For For (2) For (2) Abs For For (2) Agst For For For For For For For For For	For (2) Agst. For Abs. Agst. For For (2) Abs. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. For Abs. Agst. Agst. For	For (2) Agst. For Abs. Agst. For For (2) Abs. For For (2) Agst. For Apst. For Apst. For Abs. Agst. For Abs. Agst. For Abs. Agst. Agst. For	Abs. Agst. For (2) Agst. For (2) Agst. For (2) Abs. For (2) Abs. For (2) Asst. For (2) For (2) For (2) For (2) For (2) For (2) For (3)	For (2) Agst. For For (2) For (2) For (2) For (2) For	Abs. Agst. For (2) Agst. For (2) Agst. For (2) Abs. For (2) For (2) Agst. Apst. Apst. Apst. Apst. Abs. Apst. Apst. Abs. Apst. Abs.	For (2) For (2) For For For (2) For For For (2) For For For (2) For For For For For (2) For For For For For For	For (2) For For For For For (2) For (2) For For	For (2) For For For For (2) For For For For For For (2) For For For For Abs. For (2) For	For (2) For (2) For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For Abs. For Abs. For For (2) For (2) For For (2) For For (3) For For For (4) For For For For For For For For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For Abs. For Abs. For Abs. For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For Abs. For Abs. Abs. Abs. Abs. Abs. For (2) For	For (2) Abs. For (2) Abs. For (2) For (2) Abs. For (3) For (4) For (5) For (6) For (7) For (8) For (9) For	Government. Employers. Workers. Lithuania— Government. Employers. Workers. Luxemburg— Government. Employers. Workers. Mexico — Government. Employers. Workers. Norway Government. Employers. Workers. New Zealand — Government. Employers. Workers. Panama— Government. Employers. Workers. Panama— Government. Employers. Workers. Panama— Government. Employers. Workers. Panama— Government. Employers. Workers. Pera Government. Poland Government. Employers.
Workers Mexico Government Employers Workers Norway Government Employers Workers New Zealand Government Employers Workers Panama Government Employers Workers Panama Government Employers Workers Peru - Government Employers Workers Peru - Government Employers Workers Poland Government Employers Workers Workers Workers	Abs Agst For For (2) For (2) Abs For For (2) Agst For For For For For For For For Agst. (2) Agst For For (3) For	For (2) Agst. For Abs. Agst. For For (2) Abs. For For (2) Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. For For (2) Agst. For	For (2) Abs. Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. For Abs. Agst. For Abs. Agst. For Abs. Agst. For Abs. For	Abs. Agst. For (2) Agst. For (2) Agst. For (2) Abs. For (2) Abs. For (2) Asst. For (2) For (2) For (2) For (2) For (2) For (2) For (3)	For (2) Agst. For For (2) For (2) For (2) For (2) For	Abs. Agst. For (2) Agst. For (2) Agst. For (2) Abs. For (2) For (2) Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. (2) Agst. For (2)	For (2) For (2) For For For For For (2) For For	For (2) For (3)	For (2) For For For (2) For For For For (2) For For For For Abs. For (2) For For For For For Abs. For (2) For For For	For (2) For (2) For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For Abs. For Abs. For Abs. For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For Abs. For Abs. For Abs. For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For Abs. For Abs. Abs. Abs. Abs. Abs. For (2) For	For (2) Abs. For (2) Abs. For (2) For (2) Abs. For (3) For (4) For (5) For (6) For (7) For (8) For (9) For	Government. Employers. Workers. Lithuania— Government. Employers. Workers. Luxembarg— Government. Employers. Workers. Mexico — Government. Employers. Workers. Norway Government. Employers. Workers. Norway Government. Employers. Workers. New Zealand — Government. Employers. Workers. Panama— Government. Nethorlands Government. Employers. Workers. Panama— Government. Nethorlands Government. Poland Government.
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Workers Lexico Government Employers Workers Lorray Government Employers Lorray Government Lorray Governmen	Abs For For (2) For (2) For (2) Abs For For (2) Agst For For For For For For Agst. (2) Abs Abs Abs Abs Abs Abs Abs Apst For	For (2) Agst. For Abs. Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. For Abs. Agst. For Abs. Agst. For	For (2) Agst. For Abs. Agst. For For (2) Abs. For For (2) Agst. For Apst. For Abs. Agst. For Abs. Agst. For Abs. Agst. For Abs. Agst. For Abs. For	Abs. Agst. For (2) Agst. For (2) Agst. For For (2) Abs. For Abs. Abs. Asst. For Abs. Asst. For For (2) Agst. For For (2) Agst. For For (2) For (3) Agst. For For (4) Abs. Agst. For For (5) For (6) For (7) For (8)	For (2) Agst. For For (2) Abs. For For (2) Agst. For For (2) Agst. For Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs	Abs. For (2) Agst. For (2) Agst. For For (2) Abs. For For (2) Agst. For For (2) Agst. For Abs. Agst. (2) Agst. Abs. Apst. Abs. Apst. Abs. For (2) For (2) For (2) For (3) Agst. For Abs. Abs. For	For (2) For For For (2) For For For (2) For For For (2) For For (2) For For For (2) For For For (2) For For For For For For (3) For For For For For For For	For (2) For For For (2) For (2) For (2) For (2) For For For For For For	For (2) For For For For (2) For For For For For For For For Abs. For (2) For For Abs. For (3) For Abs. For (4) For For For For For	For (2) For (2) For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For For For (2) For For For Abs. For For Abs. For For Abs. For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For For Abs. For Abs. For Abs. Abs. For Abs. For Abs. Abs. For Abs. Abs. Abs. For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs	For For For For For (2) For (2) For (2) For For For For For For (2) Abs. For (2) For (2) Abs. For For For For For For (2) Abs. For (3) For (4) For (5) For	Government, Employers, Workers. Lithuania— Government, Employers, Workers, Luxembarg— Government, Employers, Workers, Mexico— Government, Employers, Workers, Norway Government, Employers, Workers, Norway Government, Employers, Workers, Now Zealand— Government, Employers, Workers, Panama— Government, Employers, Workers, Pera Government, Employers, Workers, Pera Government, Employers, Workers, Potand Government, Employers, Workers, Potand Government, Employers, Workers, Portugal— Government, Employers, Workers, Portugal— Government, Employers, Workers, Workers, Portugal— Government, Employers, Workers, Numania Government, Employers, Workers, Siam
Workers Gevico Government Employers Workers Government	Abs For For (2) For (2) For (2) Abs For For (2) Agst For For For For Agst. (2) Abs Afst For	For (2) Agst. For Abs. Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. Agst. For Abs. Agst. For	For (2) Abs. Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. For Abs. Agst. For Abs. Agst. For Abs. Abs. Agst. For Abs. Abs. Agst. For Abs. For Abs. Apst. For Abs. Apst. For	Abs. Agst. For (2) Agst. For (2) Agst. For For (2) Abs. For For (2) Asst. For For (2) Agst. For Abs. Abs. Abs. Agst. For Abs. Agst. For Abs. For For (2) For (2) For (2) For (3) For For For For Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs.	For (2) Agst. For For (2) Abs. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs	Abs. For (2) Agst. For (2) Agst. For (2) Abs. For (2) For (2) For (2) Agst. For Abs. Agst. (2) Agst. Abs. For (2) Afst. Abs. Abs. For (3) Abs. For (4) Abs. For (5) Abs. For (6) Abs. For (7) Abs. For (8) Abs. For (9) Abs. For (1) Abs. For (1) Abs. For (2)	For (2) For For For (3) For For For For For (4) For (5) For For For For	For (2) For For For (2) For (2) For For (2) For For (2) For For For For For (2) For For For (2) For For For For (2) For For For For For For For For	For (2) For For For (2) For For For (2) For For For For For Abs. For (2) For For For Abs. For (2) For For Abs. For (2) For Abs. For (2) For Abs. For (3) For Abs. For (4) Abs. For (5) For Abs. For (6) For Abs. For (7) For For For	For (2) For (2) For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For Abs. For For Abs. For Abs. For For For (2) For For For For (2) For For For For For For For For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For For Abs. For Abs. For Abs. For Abs. For Abs. For Abs. For For Abs. For For Abs. For	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For Abs. Abs. Abs. Abs. Abs. Abs. Abs. For (2) For For For For For For For For	For For For For For (2) For (2) For (2) For For For For For For (2) Abs. For (2) For (2) Abs. For For For For For For (2) Abs. For (2) For (2) For	Government. Employers. Workers. Lithuania— Government. Employers. Workers. Luxembarg— Government. Employers. Workers. Mexico — Government. Employers. Workers. Norway Government. Employers. Workers. Now Zealand — Government. Employers. Workers. Panama— Government. Employers. Workers. Panama— Government. Netherlands Government. Employers. Workers. Pera Government. Poland Government. Employers. Workers. Portugal— Government. Rumania Government. Rumania Government. Employers. Workers. Siam Government. Sweden Government.
Workers exico Government Employers Workers Government Employers Workers Employers Workers Employers Workers Employers Workers ew Zealand— Government Employers Workers discrlands— Government Employers Workers era — Government Coland— Government Employers Workers era — Government Coland— Government Employers Workers era — Government Covernment Employers Workers era — Government Covernment Employers Workers era — Government Employers Workers	Abs Agst For For (2) For (2) Abs For For (2) Agst For For For For Agst. (2) Agst For For For Abs Abs Abs Abs Abs Abs Abs Asst.	For (2) Agst. For Abs. Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. For	For (2) Abs. Agst. For For (2) Agst. For For (2) Agst. For For (2) Agst. For Abs. Agst. Agst. For Abs. Agst. For Abs. Abs. Agst. For Abs. Abs. Agst. For Abs. Abs. Agst. For Abs. Agst. For	Abs. Agst. Abs. For (2) Agst. For For (2) Abs. For For (2) Abs. For Abs. Agst. For	For (2) Agst. For For (2) Abs. For For (2) Agst. For Augst. For Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs	Abs. For (2) Agst. For (2) Agst. For (2) Abs. For For (2) For (2) Agst. For For For Abs. Agst. (2) Agst. Abs. Abs. Abs. For (2) For (2) For (2) For (3) Agst. Abs.	For (2) For For For (2) For For For (2) For For For (2) For For (2) For For (2) For For For For (2) For For For (3) For For For (4) For (5) For For For For For For For For For	For (2) For For For (2) For (2) For (2) For (2) For (2) For For (2) For For (2) For For (2) For For For (2) For For For (3) For For For For For (4) For (5) For For For For	For (2) For For For For (2) For For For For For For For For Abs. For (2) For For Abs. For (3) For Abs. For (4) For For For For For	For (2) For (2) For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For For Abs. For For Abs.	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) Abs. For Abs. For Abs. For For Abs. Abs. For Abs. Abs. Abs. For Abs. Abs. Abs. Abs. Abs. Abs. Abs. Abs	For (2) Abs. For For (2) Abs. For For (2) Abs. For For (2) For For Abs. Abs. Abs. Abs. Abs. Abs. Abs. For (2) For For For For For For For For	For For For For For (2) For (2) For (2) For For For For For For (2) Abs. For (2) Abs. For For For For For (3) Abs. For (4) Abs. For (5) For For For For For For For For (5) For	Government, Employers, Workers. Lithuania— Government, Employers, Workers, Luxemburg— Government, Employers, Workers, Mexico — Government, Employers, Workers, Norway Government, Employers, Workers, New Zealand— Government, Employers, Workers, Panama— Government, Employers, Workers, Panama— Government, Employers, Workers, Pera Government, Employers, Workers, Pera Government, Employers, Workers, Portugal— Government, Employers, Workers, Portugal— Government, Employers, Workers, Siam Government, Employers, Workers, Siam Government, Employers, Workers, Siam Government, Employers, Workers, Siam Government, Employers, Workers,
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