

The conference, of which Mr. Walter Nash (Deputy Prime Minister of New Zealand, and formerly New Zealand Minister in Washington), was president, adopted a broad charter of economic goals which emphasized that full employment and raising the standards of living of working-people in every nation must be the world's primary post-war objective. This declaration, called "the Philadelphia Charter," recognized as a "solemn obligation" the responsibility of the I.L.O. to further world-wide acceptance of the right of collective bargaining and the collaboration of workers and employers in social and economic measures; the employment of workers in occupations enabling them to use the fullest measure of their skill; wage and hours of work policies giving workers a just share in the proceeds of industry and a minimum living wage; and the extension of social security and other measures to promote the health, education, and economic well-being of all peoples.

Social aims to be included in the peace treaty and applied from the date of its signing were submitted by the United States delegates and unanimously adopted. This resolution listed the following seven points as being of international as well as national concern:—

(1) Opportunity for useful and regular employment to all persons who want work, at fair wages or returns and under reasonable conditions, with provision for

protection of health and from injury in all occupations.

(2) Raising standards of living to provide adequate nutrition, housing, medical care, and education.

(3) Establishment of minimum standards of employment to prevent exploitation of workers, whether employed or self-employed, whose opportunities for high wage employment are limited.

(4) Provision for child welfare.

(5) Provision for a regular flow of income to all those whose employment is interrupted by sickness or injury, by old age, or by lack of employment opportunity.

(6) The effective recognition of the right of freedom of association and of collective bargaining.

(7) Provision of facilities for the training and transfer of labour.

To assure action on its recommendations, the I.L.O. gave authority to its Governing Body to serve as the watch-dog of world-wide employment, with the duty of calling a special conference of the I.L.O. if a general unemployment situation develops.

Planning to bear directly on the shape of to-morrow's world, planning for peace and prosperity for all peoples is the present work of the I.L.O. The theories accepted by the conference have yet to be put into action. But if men's thoughts have been turned in the right direction the I.L.O. needs no other justification.

ARE YOU THICK-SKINNED?

"How is it that people less sensitive than their fellows came to be called thick-skinned?" asked Anthony Weymouth in a BBC broadcast. "Does the possession of a rather thin epidermis imply a highly sensitive nervous system? It would almost seem so. And if this is indeed the case, if you are a sensitive creature, you must have a thinner skin than your more pachydermatous fellow-creatures. I am not using the word 'pachydermatous' in its dictionary sense, which is 'thick-skinned quadruped, especially one of the hoofed non-ruminants.' The term in this connection is being used to indicate those individuals who are the fortunate possessors of an extra thick skin. If you chance to possess such a skin it is clear that you are better protected from injury than some one who is a skin short, as the saying goes. But I still don't know why we call those individuals thick-skinned who are, relatively speaking, proof against the slings and arrows of outrageous fortune. Personally, I believe it is something to do with the fact that sensitive people blush readily, the rising colour showing through their thin skin. While even if the pachyderms do blush, their skins are so thick that you would never notice it."