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Pamphlet

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OPEN DOOR INTERNATIONAL

for the Economic Emancipation of the Woman Worker.

SECOND CONFERENCE, STOCKHOLM, AUGUST, 1931.

RESOLUTIONS ADOPTED

A. (1) DRAFT EQUAL PAY CONVENTION.

The Open Door International resolves to adopt and seek to promote the following draft convention:—

Draft Equal Pay Convention.

The General Conference of the International Labour Organisation of the League of Nations,

Having been convened at..... by the Governing Body of the International Labour Office, and having met at its..... Session on..... and

Having decided upon the adoption of certain proposals with regard to the application of "the principle that men and women should receive equal remuneration for work of equal value," which is an item on the Agenda of this Session, and

Having determined that these proposals shall take the form of a draft international convention..... adopts, this..... day of the following Draft International Convention for ratification by the Members of the International Labour Organisation in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace:

Preamble.

WHEREAS one of the methods and principles declared in Part XIII of the Treaty of Versailles and in the corresponding Parts of the other Treaties of Peace to be of special and urgent importance and well fitted to guide the policy of the League of Nations is "the principle that men and women should receive equal remuneration for work of equal value";

WHEREAS the ability of a woman to do good work is dependent on her having

- (a) the same opportunities as a man for education, apprenticeship, training and admission to examination tests,
- (b) the same right as a man to admission to, exercise of, and promotion in any employment,
- (c) the same right as a man to make a contract of employment, to receive and control earnings and to enforce their payment; and
- (d) no incapacity attaching by reason of either sex or marriage;

WHEREAS equal pay includes the payment of equal sickness and unemployment benefits and equal pensions; and

WHEREAS the payment of lower wages to women than to men involves injustice, hardship and privation;

ARTICLE I. Equal pay in State Service.

Each Member of the International Labour Organisation which ratifies this Convention undertakes that it will pay to a woman in any branch or grade of a branch of its employment the same rate of wages as it pays to a man in the same branch or grade.

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ARTICLE II. Equal Pay in the Service of Public Bodies and Other Employers.

Each Member of the International Labour Organisation which ratifies this Convention undertakes that Public Bodies and other Employers within its jurisdiction shall pay to a woman in any branch or grade of any branch of its employment the same rate of wages as it pays to a man in the same branch or grade.

ARTICLE III. Definition of "Public Body."

For the purpose of this Convention a Public Body shall include any individual or body which has authority to levy rates or taxes or which receives money grants from the State, or from any individual or body which has authority to levy rates or taxes, or which has a trading monopoly, or which is a corporation or an industrial or commercial or agricultural undertaking, or a bank.

ARTICLE IV. Equal Opportunities for Education and Examination for the Exercise of an Occupation.

Each Member of the International Labour Organisation which ratifies this Convention undertakes that opportunities provided by the State or by a public Body for general and vocational education, for apprenticeship and training for, and for examinations qualifying for admittance to occupations, and for the exercise of and promotion in occupations, shall be the same for a female as for a male.

ARTICLE V. Equal Insurance Benefits and Contributions and Pensions.

Each Member of the International Labour Organisation which ratifies this Convention undertakes that the rate of sickness or unemployment benefit for employed persons and the rate of pensions for persons who have been employed payable under any State scheme, or under a scheme of any Public Body, shall be the same for a female as for a male; and that where contributions are payable for such benefits or pensions by the beneficiary, the employer, the State or the Public Body, such contributions shall be the same for the female as for the male.

ARTICLE VI. Equal Minimum Wage.

Each Member of the International Labour Organisation which ratifies this Convention undertakes that where a minimum wage is made enforceable by law in any trade or part of a trade, or in any occupation, that minimum shall be the same for a woman as for a man.

ARTICLE VII. Sanctions.

Each Member which ratifies this Convention shall take the necessary measures, by way of a system of supervision and sanctions, to ensure that payments are not made at a lower rate, or contributions paid at a higher rate, by reason of sex, where the same rates are applicable under this Convention; and to ensure that the other provisions of this Convention are carried out.

Any person, to whom under this Convention the same rate is applicable and to whom has been paid less than such, or who has contributed more than such rate, shall be entitled to recover by judicial or other legalised proceedings the amount so underpaid or over contributed; and any person shall be entitled by judicial or other legalised proceedings to enforce the rights to education, apprenticeship, the exercise of an occupation and all the other rights arising under this Convention.

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ARTICLE VIII. Workers personally to receive and control payments and to enforce rights.

Each Member which ratifies this Convention shall take the necessary measures to ensure that every worker, notwithstanding sex or marriage, shall be entitled in the same way as any other worker personally to enter into a contract of employment (including contracts under collective agreements) to receive and control any payments, benefits or pension arising out of such employment, and to enforce by judicial or other legalised proceedings any payments or other rights arising out of such contract or proposed by this Convention.

ARTICLE IX. Formal Ratification.

The formal ratification of this Convention, under the conditions set forth in Part XIII of the Treaty of Versailles, and in the corresponding parts of the other Treaties of Peace shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE X. Application to Colonies, Protectorates and Possessions.

Each Member of the International Labour Organisation which ratifies this Convention engages to apply it to its colonies, possessions and protectorates, in accordance with the provision of Article 421 of the Treaty of Versailles, and of the corresponding Articles of the other Treaties of Peace.

ARTICLE XI. Notification.

As soon as the ratification of two Members of the International Labour Organisation have been registered with the Secretariat, the Secretary-General of the League of Nations shall so notify all the Members of the International Labour Organisation. He shall likewise notify them of the registration of ratifications which may be communicated subsequently by other Members of the Organisation.

ARTICLE XII. Coming into Force.

This Convention shall come into force ninety days after the date on which the ratification of two Members of the International Labour Organisation has been registered by the Secretary-General.

It shall be binding only upon those Members whose ratifications have been registered with the Secretariat.

Thereafter, the Convention shall come into force for any Member ninety days after the date on which its ratification had been registered with the Secretariat.

ARTICLE XIII. Its Operation.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than.....and to take such action as may be necessary to make these provisions effective.

ARTICLE XIV. Denunciation.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary-General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

ARTICLE XV. Report of Its Working.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE XVI.

The French and English texts of this Convention shall both be authentic.

B.—RESOLUTIONS ON GENERAL POLICY.**2. The Present World Economic Crisis and the Status of the Woman Earner.**

The Open Door International is fully aware that the world to-day is passing through a serious economic crisis—a crisis which is not merely a phenomenon of the moment, but which amounts to another industrial revolution—which is largely contributing to the present world-wide unemployment and threatening the livelihood of many workers.

Fully recognising the difficulty of finding a solution of these problems, the Open Door International declares that these national and international difficulties afford no reason for the postponement of the consideration of the economic position of the woman worker or of taking steps for improving her status as an earner. On the contrary, these difficulties afford the very reason for building the new economic system on equality and justice between men and women, on a system which provides that the regulation of the conditions of work should be based on the nature of the work and not on the sex of the worker.

3. Unemployment used as a Pretext for Ousting the Woman Earner.

The Open Door International points out that the unemployment of women is a matter as serious as the unemployment of men and condemns the double standard of justice accepted

- (a) in the idea that the unemployment problem can be solved by removing women, married or single, from the labour market, or reduced by dismissing women, married or single, from their jobs, and
- (b) in the exclusion of women from unemployment benefit, or in granting it after special investigation only, or in restricting unemployment benefit by reason of marriage in a woman;

and declares that the policy to be adopted should open freely all employments to men and women under the same conditions, and secure the payment to them of unemployment benefits under the same conditions, without any restrictions imposed by reason of sex or marriage.

4. Rationalisation as it affects the Woman Earner.

The Open Door International calls attention to the development and prospective increase of rationalisation throughout industry, which involves a rapidly increasing mechanisation of processes of production and may involve the running of machinery for many consecutive hours or continuously.

Such mechanisation, since it increasingly diminishes the need for man power, reduces a large part of industry to purely mechanical

processes, and this in turn increases the demand for unskilled, i.e., cheap labour. Moreover, should rationalisation result in any general introduction of the two-shift or three-shift system in countries which have prohibited the employment of women during the night or placed other restrictions on the hours of women not placed on those of men, the position of the wage-earning woman—already low—would be still more seriously menaced and her choice of employment further limited, because under such restrictions on her hours of work she has not the same freedom or the same right to work as a man.

The Open Door International, therefore, calls upon its Branches, Affiliated Societies and Members, each in their own countries,

- (1) to urge their Trade Unions to admit women, skilled or unskilled, under the same conditions as men;
- (2) to urge their respective Governments
 - (a) to denounce the International Labour Organisation Night Work Convention and the Berne Convention which forbid night work to women only; and
 - (b) to regulate night work and to schedule necessarily continuous processes in such a way that throughout industry the daily and weekly regulation of hours, the regulation of night work and the admission to continuous processes shall apply equally to men and women.

5. The Attack on the Married Woman as Earner

The Open Door International calls attention to the fact that the attack on the married woman's right to work is world-wide in scope, as shown by the following recent attempts to turn married women out of work:—

Australia:	
New South Wales:	600 Teachers.
Belgium:	Employees of certain industrial firms.
Canada:	
Manitoba:	Civil Servants whose husbands are employed.
Denmark:	Teachers, Nurses.
Germany:	Civil Servants.
Great Britain:	Teachers, Municipal Employees (including doctors).
Norway:	Women in industry.
Sweden:	Civil Servants.
U.S.A.:	Employees in certain textile firms.
California:	Civil Servants.
Connecticut:	All paid by public funds.
Massachusetts:	Teachers.
Minnesota:	Teachers.
Nebraska:	Teachers.
New Jersey:	All whose husbands are in State service.
New York State:	Civil Servants and Servants of Local Authorities.
North Carolina:	All State Servants and Servants of Local Authorities.
Wisconsin:	Teachers.

The Open Door International further protests against the following proposal incorporated in the new Factories and Shops Bill introduced in the Victorian (Australia) Parliament, Session 1930:—

“Licences of out-workers must be renewed every twelve months. Such licences are not to be granted or renewed to women who are maintained by their husbands,”

as a flagrant attack on the right of the married woman to work even in her own home.

The Open Door International demands that a married woman shall have the right at all times to decide whether or not she shall engage in paid work, and asserts that it is an infringement of the individual rights of a woman as a free person that she should be refused employment on account of her marriage or required to resign in the event of her marriage.

The Open Door International further points out that any attack on the right of the married woman to engage in paid work is in itself a penalisation of marriage; and that it is only after a long struggle that in some countries the married woman has risen from the state of complete economic subjection in which she could neither work for pay nor control her pay except with the consent of her husband: and declares that, if the present efforts to refuse employment to women by reason of marriage are successful, married women will be driven back to their former state of complete economic subjection.

6. The Attack on the Woman Earner in Agriculture.

The Open Door International claims for the woman in agriculture the same rights to choice of employment, equality of conditions and equal pay for equal work as for the industrial and professional woman.

It rejects as unsound in principle and economically damaging in practice the Recommendation of the International Labour Organisation which proposes special limitations as regards hours of work for women in agricultural work.

The Open Door International further calls attention to a Memorandum on the present depression in agriculture drawn up by the International Labour Office as referred to in the article in the International Labour Review of April, 1931, p. 468, in which the Office suggests that two of the possible results of this depression may be

- (a) the total exclusion from agriculture of certain classes of workers, e.g., women, and/or
- (b) the return from the individual wage system to the family wage system.*

The Open Door International condemns unreservedly the action of the International Labour Office in giving publicity to such suggestions, which are in themselves the subtlest form of propaganda among Governments, employers and male competitors, and are, as such, a direct encouragement to the dismissal of women from their greatest productive field—agricultural work—or to their exploitation therein as unpaid, semi-slave workers.

7. The Attack by the International Labour Office on Woman's Right to Earn.

The Open Door International calls attention to an original report by Dr. Fuss (Geneva) revised by the Correspondence Committee on Industrial Hygiene of the International Labour Office and published by that office as an article, entitled “Woman's Work” (No. 152)‡, in a series of brochures called “Occupation and Health,” described as

*The expression used in the article is “change over from wage paid to family labour.”

‡In French series No. 162.

“An Encyclopædia of Hygiene, Pathology and Social Welfare, studied from the point of view of Labour, Industry and Trade.”

The article, which quotes many differing opinions of supposed experts and is full of contradictions and irrelevancies, makes, among others, the following general statements, namely, that

- (a) “The injurious effects of labour on the female organism are established by quite a series of statistical data” (i.e. industrial labour). (p. 2).
- (b) “The injurious effects of employment on women is proved” (i.e., industrial employment). (p. 2).
- (c) “According to Bernays, the rhythm of machinery is not adapted to the female organism.” (p. 4).
- (d) “Intellectual work is said to be a still heavier cause of sickness among women” (p. 4).*
- (e) “The same holds good for those engaged in office work” (p. 4).
- (f) “Fatigue and over-pressure of work are . . . without doubt a greater cause of female sickness than poverty” (p. 18).

The article also quotes with approbation a statement by Vicarelli that

“the pregnant woman suffers from her surroundings, which in turn are none the better for her presence” (p. 7).

Further, in some instances the statements made in the French version of the article do not correspond with those in the English version, as for example where the corresponding sections of the two versions read as follows:

English version.

“Under the present social conditions, the acceptance of paid work is an imperative economic necessity for a great number of women, and whether it be a desirable state of affairs or not, it is one which in all countries is in course of rapid development. Consequently, there exists a strong obligation to provide adequate means of protecting as far as possible the physical well-being of women workers” (p. 22).

French version.

“Que la femme soit plus à sa place à la maison qu'au travail, et que, théoriquement, il serait souhaitable de l'exclure, surtout si elle est mariée, de tout travail industriel, car la femme devrait être considérée comme un élément de notre civilisation plutôt que comme un élément de travail, il n'en reste pas moins vrai que, dans les conditions sociales actuelles, le travail représente pour la femme une nécessité économique” (p. 23).

And finally, the article proposes that further restrictions should be placed upon the right of women to engage in paid work.

The Open Door International declares that this article, which purports to be scientific and objective, is in effect entirely unscientific and is in the nature of misleading propaganda; and that it is a scandal that an article of this calibre should be published by a responsible organisation.

The Open Door International therefore calls upon the International Labour Office to withdraw from its Encyclopædia “Occupation and Health” this article which in effect is an attack upon, and propaganda against, the personal and economic rights of more than half the human race.

*French version: “Une cause de plus forte morbidité pour les femmes.”

8. The Night Work Convention and the Woman Earner.

The Open Door International calls attention to the fact that the International Labour Organisation adopted the Washington Convention of 1919 concerning the Employment of Women during the Night

- (a) without discussing the principles involved in the prohibition of work for women,
- (b) without considering the economic effects of the prohibition on women,
- (c) without consideration of the changed and changing position of women, political, educational and social,
- (d) without issuing a proper questionnaire upon this important subject,

and that the Convention was not submitted to the "double discussion" procedure which recent Conventions have had to undergo.

The Open Door International, therefore, calls upon the International Labour Conference to abrogate the present Convention, and further declares that no Night Work Convention will be acceptable unless it provides that any prohibition or regulation of night work is based on the nature of the work and not on the sex of the worker.

9. Trade Unions and the Need for Equal Status.

The Open Door International declares that women will only be helped by joining Trade Unions whose policy

- (a) recognises a woman as a worker with the same human and economic rights as a man, and
- (b) demands for her the right to equal entry, apprenticeship, opportunity, conditions and pay.

The Open Door International therefore declares that the present policy of organising women in many countries on the assumption that they are, and must remain, an inferior and less well-paid group of workers is wrong, and that the organisation of women in Unions which

- (a) deliberately forbid women to work in certain processes, or
- (b) seek to turn women out of jobs, or
- (c) negotiate a lower wage rate for women than for men,

does not help women, but lowers their status and hinders their economic progress; and the Open Door International urges that when in any mixed Union women are being obstructed in these ways, the formation of separate women's Unions should be encouraged.

10. The "Women Themselves" Fallacy.

The Open Door International declares that there is a fallacy involved in the suggestion that legislation which imposes on women restrictions not placed on men is beneficial when it has the support of the "women themselves," and points out that if it is right and just, as the Open Door International declares it to be, that the regulation of the conditions of work should be based on the nature of the work and not upon sex, this rightness and justice is not dependent on the views of any section of the community.

The Open Door International further calls attention to the following facts:

- (a) that the women affected by restrictions not placed also on men are seldom so organised in their own economic interests as to be able to express independent views, since the controlling policy of Trade Unionism is in the hands of men, and too often the economic interests of women are sacrificed to those of men;

- (b) the strongly organised women of the most progressive countries—Sweden and Denmark—(i) have protested against restrictions placed on women only, as for example: the women's Trade Unions of Copenhagen in 1900; the Socialist women of Sweden at their Congress in 1907; the Women Workers Trade Unions of Denmark in 1911; and (ii) have publicly declared themselves at international Trade Union and Labour meetings as opposed to restrictions placed on women only; and
- (c) where the women directly concerned have known and realised the effects of proposals to place restrictions on their right to paid work not to be placed also on men they have protested, sometimes successfully, against the so-called "protective" legislation, as for example in

Denmark: Women Printers.

Finland: Young women loading and unloading ships.

France: Women compositors, telephonists and telegraphists.

Great Britain: The women miners, the pitbrow women, chain-makers, herring fishery girls, barmaids, women acrobats and gymnasts, women florists, women decorators and canal boat women.

India: Women in mines.

Netherlands: Women in the potteries.

Norway: Women printers and compositors, women in mines.

Sweden: Women compositors.

11. The Attack on the Woman Earner's Right to Equal Insurance.

The Open Door International declares that in countries where there is a scheme of insurance for sickness, unemployment, invalidity and old age, the contributions and benefits payable and the conditions under which they are paid should be the same for women as for men, and that marriage should not be a ground for making the conditions under which such benefits are paid more onerous for a woman than for a man.

C.12. POLICY OF THE OPEN DOOR INTERNATIONAL WITH RESPECT TO PREGNANCY AND THE OTHER INCIDENTS OF CHILDBIRTH.

The Childbearing Woman and Her Rights as an Earner.

A. GUIDING PRINCIPLES.

PRINCIPLE 1.—*No Restriction on the Right to Work.*

The Open Door International holds that neither marriage, pregnancy, childbirth, nor the fact that a woman is nursing a child is a reason for denying to her the same human right as is enjoyed by others (whether men or women) namely, the right at all times to decide for herself whether she shall engage in paid work. The O.D.I. holds that any denial to her of this right, or any restrictions in its exercise, is not protection but a serious attack upon her freedom as an individual and her position as an earner.

PRINCIPLE 2.—*The Burden nominally imposed on the Employer is in reality passed on to the woman.*

The Open Door International holds that any additional burden nominally placed on an employer by reason of the fact that he employs a woman who is married, or pregnant, or recently delivered, or herself

nursing a child (even with the intention of producing results desirable in themselves) is in reality a burden on the woman, which does not benefit her or really protect her, because

- (a) these special obligations make such a woman more troublesome or more expensive as an employee and consequently of less value to her employer, so that their real tendency is to encourage the employer to refuse to employ her or to pay her a smaller wage, thus damaging such women and all women as earners and limiting their choice of employment, and
- (b) a burden thus nominally placed on the employer is damaging to the woman, whether it takes the form of (i) a special duty placed on the employer, or (ii) a special restriction changing his ordinary legal position as an employer by reason of the fact that he employs such a woman.

PRINCIPLE 3.—*Incapacity which may arise from Pregnancy or Childbirth.*

The Open Door International declares that while childbearing is a normal healthy function of a woman and not a sickness, like sickness it is at certain stages accompanied by incapacity for work; and holds that the rights which attach in the law of any country to an employee by reason of incapacity due to sickness should also be enjoyed by a woman by reason of her incapacity due to pregnancy or the other incidents of childbirth.

B. PRACTICAL APPLICATION OF THESE PRINCIPLES TO THE PROPOSALS IN THE I.L.O. WASHINGTON CHILDBIRTH CONVENTION.

(a) *Denial of the Right to Work.*

With respect to the proposal that "a woman shall not be permitted to work" in an industrial or commercial undertaking "during the six weeks following her confinement" and that during that time she shall be "paid benefits sufficient for the full and healthy maintenance of herself and her child provided either out of public funds or by means of a system of insurance," the Open Door International demands that the Convention shall no longer propose that a woman shall not be permitted to work during the six weeks following her confinement. The Open Door International declares that such a provision is not protection but a serious attack on the personal freedom of the woman as an individual and on her rights as an earner.

The Open Door International further declares that the position of women under the law regarding the receipt of benefits during absence from work due to incapacity arising out of pregnancy or childbirth should be assimilated to that of the worker, male or female, under the law regarding the receipt of benefits during absence from work due to incapacity arising out of sickness, leaving benefits in the interest of a child in connection with its birth to be provided for in the child welfare legislation of a country.

(b) *Compulsory time for the woman to nurse her child.*

With respect to the proposal that there shall be placed on the employer the duty of allowing a woman who is nursing her child half an hour twice a day during working hours for this purpose:

The Open Door International is of opinion that the result of such a law is to make the employer less willing to employ married women; and that the obligation placed on him, involving the loss of the woman's time, tends to lower the pay of the woman and to make it impossible to employ her in certain jobs; and that there is extreme danger in any proposal which places a greater burden on the employer, because he

employs married women—a burden inevitably passed on to the woman. The O.D.I. considers the solution of the problem is to be sought in the creation of generally good conditions for all workers, as, for example, by requiring the employer to provide adequate rest room accommodation and proper rest pauses for both sexes equally.

The Open Door International recognises that, in countries where, or at a time when, there is little unemployment, the danger of such legislation leading to such women being turned out of work or not employed may for the time being be small; but points out that as soon as unemployment—either general or in the particular industry—comes, women will be the first to be sacrificed.

(c) *Suspension of power to give notice.*

With regard to the proposals that where a woman is absent from her work "as a result of illness medically certified to arise out of pregnancy or confinement and rendering her unfit to work, up to a maximum time to be fixed by each country, it shall not be possible for the employer to give her notice of dismissal during such absence, nor to give her notice of dismissal at such time as the notice would expire during such absence":

The Open Door International declares that such a woman should be in the same position under the law of the country as a worker medically certified to be unfit for work by reason of sickness; and points out that the proposal in the Convention will not have beneficial results for the woman, and will tend to encourage the employer to give notice to a woman who is beginning to show signs of pregnancy, or of whom he may have cause to believe that she is pregnant.

(d) *Power to leave work without notice.*

With regard to the proposals that a woman "shall have the right to leave her work if she produces a medical certificate that her confinement will probably take place in six weeks":

The Open Door International declares that such a woman should be put, with respect to the giving up of her work, in the same position as a worker incapacitated by sickness, that is to say that if the law of the country provides that a worker incapacitated by sickness may give up work without notice, then the same right shall be enjoyed by the woman incapacitated by her approaching delivery.

LIST OF PUBLICATIONS.

OPEN DOOR INTERNATIONAL.

- The Open Door, in French and English. Published Quarterly, price 4d. Annual Subscription, 1s. 6d., post free. (French edition, 2.50 Frs. Annual Subscription, Frs. 10.)
- Report of Berlin Conference, June, 1929. Price 1s. 6d., post free.
- Manifesto and Charter (English, French or German) adopted at Berlin, 1929. Price 1d. each, 50 copies, 3s. 6d., post free.
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- Memorandum on the Policy of the Open Door International 1930. Price 2d.
- The Working Mother's Right of Choice (English and French). By Winifred Le Sueur. Price 1d. each, 50 copies, 3s. 6d., post free.
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- The Use of Lead Paint by Women. By Winifred Le Sueur. 1929. Price 1d.
- Night Work in Finland (English and French). By Thyra von Beetzen Östman. 1930. Price 1d.
- Extract from Report of the Director, I.L.O., 1930, with Commentary by O.D.I. Price 1d.
- Revision of the Night Work Convention (O.D.I. Deputation to Governing Body, I.L.O.). 1931. Price 1d.
- History of the Night Work Convention. By Winifred Le Sueur. 1931. Price 1d.
- Draft Equal Pay Convention (English and French). Adopted at Stockholm, 1931. Price 1d.
- Report of Second Conference, Stockholm, 1931. Price 1s. 6d., post free.
- Resolutions (English, French or German) adopted at Stockholm, August, 1931. Price 3d. each, 12 copies, 2s., post free.