

INTERNATIONAL LABOUR OFFICE GENEVA

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REPORT FORM  
FOR THE  
PLANTATIONS CONVENTION,  
1958 (No. 110)

The present report form is for the use of countries which have ratified the Convention. It has been approved by the Governing Body of the International Labour Office, in accordance with article 22 of the ILO Constitution, which reads as follows: "Each of the Members agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of the Conventions to which it is a party. These reports shall be made in such form and shall contain such particulars as the Governing Body may request."

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PRACTICAL GUIDANCE FOR DRAWING UP REPORTS

*First reports*

If this is your Government's first report following the entry into force of the Convention in your country, full information should be given on each of the provisions of the Convention and on each of the questions set out in the report form.

*Subsequent reports*

In subsequent reports, information need normally be given only:

- (a) on any new legislative or other measures affecting the application of the Convention;

- (b) in reply to the questions in the report form on the practical application of the Convention (for example, statistics, results of inspections, judicial or administrative decisions) and on the communication of copies of the report to the representative organizations of employers and workers and on any observations received from these organizations;

- (c) **in reply to comments by the supervisory bodies:** the report must contain replies to any comments regarding the application of the Convention in your country which have been made by the Committee of Experts on the Application of Conventions and Recommendations or by the Conference Committee on the Application of Standards.
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## Article 22 of the Constitution of the ILO

Report for the period \_\_\_\_\_ to \_\_\_\_\_

made by the Government of \_\_\_\_\_

on the

### PLANTATIONS CONVENTION, 1958 (No. 110)

(ratification registered on \_\_\_\_\_)

**I. Please indicate, in respect of each Part of the Convention accepted by your country, whether effect is given to the Articles of the Convention by:**

- (a) legislation, administrative regulations, etc., or
- (b) other measures.

**In the former case, please give a list of the legislation and administrative regulations, etc., in question and, in so far as this has not already been done, forward copies of the said legislation, etc., to the International Labour Office with this report. In the latter case, please indicate the nature of the measures in question.**

**Please give any available information concerning the extent to which any laws and regulations have been enacted or modified or any other measures taken to permit, or as a result of, ratification.**

**II. Please indicate in detail for each Article of the Parts of the Convention accepted by your country the provisions of the abovementioned legislation and administrative regulations, etc., or other measures under which each Article is applied. However, if information of the measures which give effect to any of these Articles has already been supplied in reports on other ratified Conventions containing corresponding provisions, the indications under these Articles may be confined to a reference to the reports in question.**

**If in your country ratification of the Convention gives the force of national law to its terms, please indicate by virtue of what constitutional provisions the ratification has this effect. Please also specify what action has been taken to make effective those provisions of the Convention which require a national authority to take certain specific steps for its implementation, such as measures to define the exact scope of the Convention and the extent to which advantage may be taken of exceptions permitted by it, measures to draw the attention of the parties concerned to its provisions, and arrangements for adequate inspection and penalties.**

**If the Committee of Experts or the Conference Committee on the Application of Standards has requested additional information or has made an observation on the measures adopted to apply the Convention, please supply the information asked for or indicate the action taken by your Government to settle the points in question.**

#### PART I. GENERAL PROVISIONS

##### *Article 1*

1. For the purpose of this Convention, the term "plantation" includes any agricultural undertaking regularly employing hired workers which is situated in the tropical or subtropical regions and which is mainly concerned with the cultivation or production for commercial purposes of coffee, tea, sugarcane, rubber, bananas, cocoa, coconuts, groundnuts, cotton, tobacco, fibres (sisal, jute and hemp), citrus, palm oil, cinchona or pineapple; it does not include family or small-scale holdings producing for local consumption and not regularly employing hired workers.

2. Each Member for which this Convention is in force may, after consultation with the most representative organisations of employers and workers concerned, where such exist, make the Convention applicable to other plantations by:

- (a) adding to the list of crops referred to in paragraph 1 of this Article any one or more of the following crops: rice, chicory, cardamom, geranium and pyrethrum, or any other crop;
- (b) adding to the plantations covered by paragraph 1 of this Article classes of undertakings not referred to therein which, by national law or practice, are classified as plantations; and shall

indicate the action taken in its annual reports upon the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation.

3. For the purpose of this Article the term “plantation” shall ordinarily include services carrying out the primary processing of the product or products of the plantation.

*Please indicate what kind of plantations, as defined in paragraph 1, exist in your country.*

*Please supply particulars of any decisions taken in accordance with paragraph 2 and of consultations with representative employers’ and workers’ organizations in relation thereto.*

#### Article 2

Each Member which ratifies this Convention undertakes to apply its provisions equally to all plantation workers without distinction as to race, colour, sex, religion, political opinion, nationality, social origin, tribe or trade union membership.

*Please indicate whether there exist in your country, either in law or in practice, any forms of discrimination based on race, colour, sex, religion, political opinion, nationality, social origin, tribe or trade union membership, which may affect plantation workers’ enjoyment of the rights provided for in the Parts of the Convention accepted by your country. If so, please indicate the measures taken to abolish such discrimination.*

#### Article 3

1. Each Member for which this Convention is in force:

(a) shall comply with:

- (i) Part I;
- (ii) Parts IV, IX and XI;
- (iii) at least two of Parts II, III, V, VI, VII, VIII, X, XII and XIII; and
- (iv) Part XIV;

(b) shall, if it has excluded one or more Parts from its acceptance of the obligations of the Convention, specify, in a declaration appended to its ratification, the Part or Parts so excluded.

2. Each Member which has made a declaration under paragraph 1(b) of this Article shall indicate in its annual reports submitted under article 22 of the Constitution of the International Labour Organisation any progress made towards the application of the excluded Part or Parts.

3. Each Member which has ratified the Convention, but has excluded any Part or Parts thereof under the provisions of the preceding paragraphs, may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of the Convention in respect of any Part or Parts so excluded; such undertakings shall be deemed to be an integral part of the ratification and to have the force of ratification as from the date of notification.

*If any Parts of the Convention have been excluded from acceptance of the obligations of the Convention, please indicate any progress made towards their application.*

#### Article 4

In accordance with article 19, paragraph 8, of the Constitution of the International Labour Organisation, nothing in this Convention shall affect any law, award, custom or agreement which ensures more favourable conditions to the workers concerned than those provided for by the Convention.

### PART II. ENGAGEMENT AND RECRUITMENT OF MIGRANT WORKERS

#### Article 5

For the purposes of this Part of this Convention the term “recruiting” includes all operations undertaken with the object of obtaining or supplying the labour of persons who do not spontaneously offer their services at the place of employment or at a public emigration or employment office or at an office conducted by an employers’ organisation and supervised by the competent authority.

*Article 6*

The recruiting of the head of a family shall not be deemed to involve the recruiting of any member of his family.

*Article 7*

No person or association shall engage in professional recruiting unless the said person or association has been licensed by the competent authority and is recruiting workers for a public department or for one or more specific employers or organisations of employers.

*Please indicate the provisions regulating professional recruitment.*

*Article 8*

Employers, employers' agents, organisations of employers, organisations subsidised by employers, and the agents of organisations of employers and of organisations subsidised by employers shall only engage in recruiting if licensed by the competent authority.

*Please indicate the provisions regulating recruiting by employers, employers' agents, organizations of employers, organizations subsidised by employers and agents of organizations of employers and organizations subsidized by employers.*

*Article 9*

1. Recruited workers shall be brought before a public officer, who shall satisfy himself that the law and regulations concerning recruiting have been observed and, in particular, that the workers have not been subjected to illegal pressure or recruited by misrepresentation or mistake.

2. Recruited workers shall be brought before such an officer as near as may be convenient to the place of recruiting or, in the case of workers recruited in one territory for employment in a territory under a different administration, at latest at the place of departure from the territory of recruiting.

*Please indicate the arrangements made for recruited workers to be brought before a public officer.*

*Article 10*

Where the circumstances make the adoption of such a provision practicable and necessary, the competent authority shall require the issue to each recruited worker who is not engaged at or near the place of recruiting of a document in writing such as a memorandum of information, a work book or a provisional contract containing such particulars as the authority may prescribe, as for example particulars of the identity of the workers, the prospective conditions of employment, and any advances of wages made to the workers.

*Please indicate whether the issue of documents of the kind mentioned in this Article has been required; if so, please append specimen copies or models of the documents in question to the report.*

*Article 11*

1. Every recruited worker shall be medically examined.

2. Where the worker has been recruited for employment at a distance from the place of recruiting, or has been recruited in one territory for employment in a territory under a different administration, the medical examination shall take place as near as may be convenient to the place of recruiting or, in the case of workers recruited in one territory for employment in a territory under a different administration, at latest at the place of departure from the territory of recruiting.

3. The competent authority may empower public officers before whom workers are brought in pursuance of Article 9 to authorise the departure prior to medical examination of workers in whose case they are satisfied:

(a) that it was and is impossible for the medical examination to take place near to the place of recruiting or at the place of departure;

- (b) that the worker is fit for the journey and the prospective employment; and
- (c) that the worker will be medically examined on arrival at the place of employment or as soon as possible thereafter.

4. The competent authority may, particularly when the journey of the recruited workers is of such duration and takes place under such conditions that the health of the workers is likely to be affected, require recruited workers to be examined both before departure and after arrival at the place of employment.

5. The competent authority shall ensure that all necessary measures are taken for the acclimatisation and adaptation of recruited workers and for their immunisation against disease.

*Please indicate the arrangements made for recruited workers to be medically examined.*

*Please indicate in what cases workers are required to be examined both before departure and after arrival at the place of employment (paragraph 4).*

*Please indicate the measures taken pursuant to paragraph 5.*

#### Article 12

1. The recruiter or employer shall whenever possible provide transport to the place of employment for recruited workers.

2. The competent authority shall take all necessary measures to ensure:

- (a) that the vehicles or vessels used for the transport of workers are suitable for such transport, are in good sanitary condition and are not overcrowded;
- (b) that when it is necessary to break the journey for the night suitable accommodation is provided for the workers; and
- (c) that in the case of long journeys all necessary arrangements are made for medical assistance and for the welfare of the workers.

3. When recruited workers have to make long journeys on foot to the place of employment the competent authority shall take all necessary measures to ensure:

- (a) that the length of the daily journey is compatible with the maintenance of the health and strength of the workers; and
- (b) that, where the extent of the movement of labour makes this necessary, rest camps or rest houses are provided at suitable points on main routes and are kept in proper sanitary condition and have the necessary facilities for medical attention.

4. When recruited workers have to make long journeys in groups to the place of employment, they shall be convoyed by a responsible person.

*Please indicate the measures taken to ensure the application of the provisions of this Article.*

#### Article 13

1. The expenses of the journey of recruited workers to the place of employment, including all expenses incurred for their protection during the journey, shall be borne by the recruiter or employer.

2. The recruiter or employer shall furnish recruited workers with everything necessary for their welfare during the journey to the place of employment, including particularly, as local circumstances may require, adequate and suitable supplies of food, drinking water, fuel and cooking utensils, clothing and blankets.

#### Article 14

Any recruited worker who:

- (a) becomes incapacitated by sickness or accident during the journey to the place of employment,
  - (b) is found on medical examination to be unfit for employment,
  - (c) is not engaged after recruiting for a reason for which he is not responsible, or
  - (d) is found by the competent authority to have been recruited by misrepresentation or mistake,
- shall be repatriated at the expense of the recruiter or employer.

*Please indicate the measures taken to apply the provisions of Articles 13 and 14.*

*Article 15*

Where the families of recruited workers have been authorised to accompany the workers to the place of employment the competent authority shall take all necessary measures for safeguarding their health and welfare during the journey and more particularly:

- (a) Articles 12 and 13 of this Convention shall apply to such families;
- (b) in the event of the worker being repatriated in virtue of Article 14, his family shall also be repatriated; and
- (c) in the event of the death of the worker during the journey to the place of employment, his family shall be repatriated.

*Please indicate the measures taken, where the families of recruited workers have been authorised to accompany the workers, to safeguard their health and welfare during the journey.*

*Article 16*

The competent authority shall limit the amount which may be paid to recruited workers in respect of advances of wages and shall regulate the conditions under which such advances may be made.

*Please indicate the maximum amount which may be paid to recruited workers in respect of advances of wages and the conditions under which such advances may be made.*

*Article 17*

1. Each Member for which this Part of this Convention is in force undertakes that it will, so far as national laws and regulations permit, take all appropriate steps against misleading propaganda relating to emigration and immigration.

2. For this purpose it will, where appropriate, act in co-operation with other Members concerned.

*Please state whether national laws and regulations permit steps to be taken against misleading propaganda relating to emigration and immigration, and indicate any measures which it has been considered appropriate to take. Please supply information on any measures of cooperation with other governments in this connection.*

*Article 18*

Measures shall be taken as appropriate by each Member, within its jurisdiction, to facilitate the departure, journey and reception of migrants for employment on a plantation.

*Please supply information on the measures taken to facilitate the departure, journey and reception of migrants for employment on a plantation.*

*Article 19*

Each Member for which this Part of this Convention is in force undertakes to maintain, within its jurisdiction, appropriate medical services responsible for:

- (a) ascertaining, where necessary, both at the time of departure and on arrival, that migrants for employment on a plantation and the members of their families authorised to accompany or join them are in reasonable health;
- (b) ensuring that migrants for employment on a plantation and members of their families enjoy adequate medical attention and good hygienic conditions at the time of departure, during the journey and on arrival in the territory of destination.

*Please supply all available information on the organization and working of the services mentioned in this Article.*

PART III. CONTRACTS OF EMPLOYMENT  
AND ABOLITION OF PENAL SANCTIONS

*Article 20*

1. The law and/or regulations in force in the territory concerned shall prescribe the maximum period of service which may be stipulated or implied in any contract, whether written or oral.

2. The maximum period of service which may be stipulated or implied in any contract for employment not involving a long and expensive journey shall in no case exceed 12 months if the workers are not accompanied by their families or two years if the workers are accompanied by their families.

3. The maximum period of service which may be stipulated or implied in any contract for employment involving a long and expensive journey shall in no case exceed two years if the workers are not accompanied by their families or three years if the workers are accompanied by their families.

4. The competent authority may, after consultation with the employers' and workers' organisations representative of the interests concerned, where such exist, exclude from the application of this Part of this Convention contracts entered into between employers and non-manual workers whose freedom of choice in employment is satisfactorily safeguarded; such exclusion may apply to all plantation workers in a territory, to plantation workers engaged in the production of a particular crop, to the workers in any specified undertaking or to special groups of plantation workers.

*Please indicate the maximum period of service which may be stipulated in any contract of employment, whether written or oral:*

- (a) for employment not involving a long and expensive journey when (1) the workers are accompanied by their families, and (2) the workers are not accompanied by their families;*
- (b) for employment involving a long and expensive journey when (1) the workers are accompanied by their families, and (2) the workers are not accompanied by their families.*

*Please give details of any exclusions made in accordance with paragraph 4, and indicate in particular how the freedom of choice in employment of the workers affected by such exclusions is safeguarded and how the consultations provided for in the paragraph have been effected.*

*Article 21*

The competent authority in each country where there exists any penal sanction for any breach of a contract of employment by a plantation worker shall take action for the abolition of all such penal sanctions.

*Article 22*

Such action shall provide for the abolition of all such penal sanctions by means of an appropriate measure of immediate application.

*Article 23*

For the purpose of this Part of the Convention the term "breach of contract" means:

- (a) any refusal or failure of the worker to commence or perform the service stipulated in the contract;
- (b) any neglect of duty or lack of diligence on the part of the worker;
- (c) the absence of the worker without permission or valid reason; and
- (d) the desertion of the worker.

*Please state whether there exist any penal sanctions for breaches of contracts of employment as defined in Article 23. If so, please indicate the measures taken with a view to their abolition.*

PART IV. WAGES

*Article 24*

1. The fixing of minimum wages by collective agreements freely negotiated between trade unions which are representative of the workers concerned and employers or employers' organisations shall be encouraged.

2. Where no adequate arrangements exist for the fixing of minimum wages by collective agreement, the necessary arrangements shall be made whereby minimum rates of wages can be fixed, where appropriate by means of national laws or regulations, in consultation with representatives of the employers and workers, including representatives of their respective organisations, where such exist, such consultation to be on a basis of complete equality.

3. Minimum rates of wages which have been fixed in accordance with arrangements made in pursuance of the preceding paragraph shall be binding on the employers and workers concerned so as not to be subject to abatement.

*Please state what measures have been taken:*

- (a) to encourage the fixing of minimum wages by collective agreements freely negotiated between trade unions which are representative of the workers concerned and employers or employers' organizations;*
- (b) in cases where no adequate arrangements exist for the fixing of minimum wages by collective agreement, to enable minimum wage rates to be fixed, in accordance with paragraphs 2 and 3.*

*Article 25*

1. Each Member for which this Convention is in force shall take the necessary measures to ensure that the employers and workers concerned are informed of the minimum rates of wages in force and that wages are not paid at less than these rates in cases where they are applicable; these measures shall include such provision for supervision, inspection, and sanctions as may be necessary and appropriate to the conditions obtaining on plantations in the country concerned.

2. A worker to whom the minimum rates are applicable and who has been paid wages at less than these rates shall be entitled to recover, by judicial or other appropriate proceedings, the amount by which he has been underpaid, subject to such limitations of time as may be determined by national laws or regulations.

*Please indicate:*

- (a) the arrangements made for supervision and inspection, and*
- (b) the sanctions prescribed to ensure that the employers and workers concerned are informed of the minimum rates of wages in force and that wages are not paid at less than these rates in cases where they are applicable.*

*Please also indicate the remedies available to plantation workers to whom the minimum rates are applicable and who have been paid wages at less than these rates, for recovering the amounts by which they have been underpaid, and the limitations of time to which such recovery is subject.*

*Article 26*

Wages payable in money shall be paid only in legal tender, and payment in the form of promissory notes, vouchers or coupons, or in any other form alleged to represent legal tender, shall be prohibited.

*Article 27*

1. National laws or regulations, collective agreements or arbitration awards may authorise the partial payment of wages in the form of allowances in kind where payment in the form of such allowances is customary or desirable; the payment of wages in the form of liquor of high alcoholic content or of noxious drugs shall not be permitted in any circumstances.

2. In cases in which partial payment of wages in the form of allowances in kind is authorised, appropriate measures shall be taken to ensure that such allowances are appropriate for the personal use and benefit of the worker and his family.

3. Where food, housing, clothing and other essential supplies and services form part of remuneration, all practicable steps shall be taken to ensure that they are adequate and their cash value properly assessed.

*Please indicate whether the payment of wages in kind is authorised and, if so, by virtue of what provisions. Please also indicate the measures taken:*

- (a) to prohibit the payment of wages in the form of liquor of high alcoholic content or of noxious drugs;*
- (b) to ensure that any allowances in kind are appropriate for the personal use and benefit of the worker and his family;*
- (c) to ensure, where food, housing, clothing and other essential supplies and services form part of the remuneration, that they are adequate and their cash value properly assessed.*

#### *Article 28*

Wages shall be paid directly to the worker concerned except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award or where the worker concerned has agreed to the contrary.

#### *Article 29*

Employers shall be prohibited from limiting in any manner the freedom of the worker to dispose of his wages.

#### *Article 30*

1. Where works stores for the sale of commodities to the workers are established or services are operated in connection with an undertaking, the workers concerned shall be free from any coercion to make use of such stores or services.

2. Where access to other stores or services is not possible, the competent authority shall take appropriate measures with the object of ensuring that goods are sold and services provided at fair and reasonable prices, or that stores established and services operated by the employer are not operated for the purpose of securing a profit but for the benefit of the workers concerned.

*Please indicate the measures taken to ensure:*

- (a) that plantation workers are free from any coercion to make use of any works stores or services established or operated in connection with an undertaking ;*
- (b) that goods are sold and services provided at fair and reasonable prices or that works stores and services are not established or operated for the purpose of securing a profit.*

#### *Article 31*

1. Deductions from wages shall be permitted only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Workers shall be informed, in the manner deemed most appropriate by the competent authority, of the conditions under which and the extent to which such deductions may be made.

*Please indicate under what conditions and to what extent deductions from wages may be permitted, and the arrangements made to inform workers of any measures taken in this connection.*

#### *Article 32*

Any deduction from wages with a view to ensuring a direct or indirect payment for the purpose of obtaining or retaining employment, made by a worker to an employer or his representative or to any intermediary (such as a labour contractor or recruiter), shall be prohibited.

*Article 33*

1. Wages shall be paid regularly. Except where other appropriate arrangements exist which ensure the payment of wages at regular intervals, the intervals for the payment of wages shall be prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Upon the termination of a contract of employment, a final settlement of all wages due shall be effected in accordance with national laws or regulations, collective agreement or arbitration award or, in the absence of any applicable law, regulation, agreement or award, within a reasonable period of time having regard to the terms of the contract.

*Please indicate the intervals prescribed for the payment of wages by national laws, regulations, collective agreements or arbitration awards, or, where appropriate, any other arrangements made to ensure the payment of wages at regular intervals.*

*Please indicate the measures taken to ensure a final settlement of wages in accordance with paragraph 2.*

*Article 34*

Where necessary, effective measures shall be taken to ensure that workers are informed, in an appropriate and easily understandable manner:

- (a) before they enter employment and when any changes take place, of the conditions in respect of wages under which they are employed; and
- (b) at the time of each payment of wages, of the particulars of their wages for the pay period concerned, in so far as such particulars may be subject to change.

*Please indicate the measures taken to ensure that plantation workers in fact receive the information mentioned in this Article.*

*Article 35*

The laws or regulations giving effect to the provisions of Articles 26 to 34 of this Convention shall:

- (a) be made available for the information of persons concerned;
- (b) define the persons responsible for compliance therewith;
- (c) prescribe adequate penalties or other appropriate remedies for any violation thereof;
- (d) provide for the maintenance, in all appropriate cases, of adequate records in an approved form and manner.

*Please indicate the measures taken to apply the provisions of this Article.*

PART V. ANNUAL HOLIDAYS WITH PAY

*Article 36*

Workers employed on plantations shall be granted an annual holiday with pay after a period of continuous service with the same employer.

*Article 37*

1. Each Member for which this Part of this Convention is in force shall be free to decide the manner in which provision shall be made for holidays with pay on plantations.

2. Such provision may be made, where appropriate, by means of collective agreement or by entrusting the regulation of holidays with pay on plantations to special bodies.

3. Wherever the manner in which provision is made for holidays with pay on plantations permits:

- (a) there shall be full preliminary consultation with the most representative organisations of employers and workers concerned, where such exist, and with any other persons, specially qualified by their trade or functions, whom the competent authority deems it useful to consult;

- (b) the employers and workers concerned shall participate in the regulation of holidays with pay, or be consulted or have the right to be heard, in such manner and to such extent as may be determined by national laws or regulations, but in any case on a basis of complete equality.

*Please indicate the manner in which provision is made for holidays with pay on plantations.*

*If advantage has been taken of paragraph 2:*

- (a) *please attach to the report relevant extracts from the collective agreements in force;*  
(b) *please indicate to which special bodies, if any, the regulation of holidays with pay has been entrusted.*

*Please indicate any arrangements made in accordance with paragraph 3.*

#### Article 38

The required minimum period of continuous service and the minimum duration of the annual holiday with pay shall be determined by national laws or regulations, collective agreement or arbitration award, or by special bodies entrusted with the regulation of holidays with pay on plantations, or in any other manner approved by the competent authority.

*Please indicate:*

- (a) *the minimum period of continuous service required to entitle plantation workers to an annual holiday with pay;*  
(b) *the minimum duration of the holiday; and*  
(c) *by what provisions this minimum period of service and the minimum duration of the holiday have been determined.*

#### Article 39

Where appropriate, provision shall be made, in accordance with the established procedure for the regulation of holidays with pay on plantations, for:

- (a) more favourable treatment for young workers, in cases in which the annual holiday with pay granted to adult workers is not considered adequate for young workers;  
(b) an increase in the duration of the annual paid holiday with the length of service;  
(c) proportionate holidays or payment in lieu thereof, in cases where the period of continuous service of a worker is not of sufficient duration to qualify him for an annual holiday with pay but exceeds such minimum period as may be determined in accordance with the established procedure;  
(d) the exclusion from the annual holiday with pay of public and customary holidays and weekly rest periods, and, to such extent as may be determined in accordance with the established procedure, temporary interruptions of attendance at work due to such causes as sickness or accident.

*Please indicate:*

- (a) *any special provisions governing the holidays of young workers;*  
(b) *any increase in the duration of holidays with length of service;*  
(c) *any proportionate holidays or payment in lieu thereof in cases where the period of continuous service of a worker is not of sufficient duration to qualify him for an annual holiday with pay but exceeds a prescribed minimum period, indicating the length of such minimum period;*  
(d) *any provisions regarding the exclusion from the annual holiday with pay of public and customary holidays, weekly rest periods and temporary interruptions of attendance at work due to such causes as sickness or accident.*

*Please indicate – in so far as this is the case – why it has not been considered appropriate to give effect to this Article.*

#### Article 40

1. Every person taking a holiday in virtue of this Part of this Convention shall receive, in respect of the full period of the holiday, not less than his usual remuneration, or such remuneration as may be prescribed in accordance with paragraphs 2 and 3 of this Article.

2. The remuneration payable in respect of the holiday shall be calculated as prescribed by national laws or regulations, collective agreement or arbitration award, or by special bodies entrusted with the regulation of holidays with pay on plantations, or in any other manner approved by the competent authority.

3. Where the remuneration of the person taking a holiday includes payments in kind, provision may be made for the payment in respect of holidays of the cash equivalent of such payments in kind.

*Please indicate the manner in which the remuneration paid for the period of the holiday is calculated and the provisions governing this method of calculation.*

#### *Article 41*

Any agreement to relinquish the right to an annual holiday with pay, or to forgo such a holiday, shall be void.

*Please indicate the provisions giving effect to this Article.*

#### *Article 42*

A person who is dismissed or who has relinquished his employment before he has taken the whole or any part of the holiday due to him shall receive in respect of every day of holiday due to him in virtue of this Part of this Convention the remuneration provided for in Article 40.

*Please indicate the appeals procedure by which the benefits of this Article is ensured to plantation workers.*

### PART VI. WEEKLY REST

#### *Article 43*

1. Plantation workers shall, except as otherwise provided for by the following Articles, enjoy in every period of seven days a period of rest comprising at least 24 consecutive hours.

2. This period of rest shall, wherever possible, be granted simultaneously to all the workers of each plantation.

3. It shall, wherever possible, be fixed so as to coincide with the days already established by the traditions or customs of the country or district.

*Please indicate the measures taken to ensure that plantation workers effectively enjoy a weekly rest in accordance with this Article.*

#### *Article 44*

1. Each Member may authorise total or partial exceptions (including suspensions or diminutions) from the provisions of Article 43, special regard being had to all proper humanitarian and economic considerations and after consultation with responsible associations of employers and workers, wherever such exist.

2. Such consultation shall not be necessary in the case of exceptions which have already been made under existing legislation.

*Please indicate any exceptions, suspensions, or diminutions which are authorized, and supply information regarding the consultation of responsible associations of employers and workers in relation thereto.*

#### *Article 45*

Each Member shall make, as far as possible, provision for compensatory periods of rest for the suspensions or diminutions made in virtue of Article 44, except in cases where agreements or customs already provide for such periods.

*Please give information concerning:*

(a) *the provision made for compensatory periods of rest for any suspensions and diminutions made in virtue of Article 44;*

(b) *agreements or customs which already provide for such periods.*

## PART VII. MATERNITY PROTECTION

### *Article 46*

For the purpose of this Part of this Convention, the term “woman” means any female person, irrespective of age, nationality, race or creed whether married or unmarried, and the term “child” means any child whether born of marriage or not.

### *Article 47*

1. A woman to whom this Part of this Convention applies shall, on the production of appropriate evidence of the presumed date of her confinement, be entitled to a period of maternity leave.

2. The competent authority may, after consultation with the most representative organisations of employers and workers, where such exist, prescribe a qualifying period for maternity leave which shall not exceed a total of 150 days of employment with the same employer during the 12 months preceding the confinement.

3. The period of maternity leave shall be at least 12 weeks, and shall include a period of compulsory leave after confinement.

4. The period of compulsory leave after confinement shall be prescribed by national laws or regulations, but shall in no case be less than six weeks; the remainder of the total period of maternity leave may be provided before the presumed date of confinement or following expiration of the compulsory leave period or partly before the presumed date of confinement and partly following the expiration of the compulsory leave period as may be prescribed by national laws or regulations.

5. The leave before the presumed date of confinement shall be extended by any period elapsing between the presumed date of confinement and the actual date of confinement, and the period of compulsory leave to be taken after confinement shall not be reduced on that account.

6. In case of illness suitably certified as arising out of pregnancy national laws or regulations shall provide for additional leave before confinement, the maximum duration of which may be fixed by the competent authority.

7. In case of illness suitably certified as arising out of confinement the woman shall be entitled to an extension of the leave after confinement, the maximum duration of which may be fixed by the competent authority.

8. No pregnant woman shall be required to undertake any type of work harmful to her in the period prior to her maternity leave.

*Please indicate whether the granting of maternity leave is subject to a qualifying period of employment with the same employer, and the length of any such qualifying period (paragraph 2).*

*Please also indicate:*

- (a) the total length of maternity leave (paragraph 3)*
- (b) the period of compulsory leave which must be taken after confinement (paragraph 4)*
- (c) the maximum period, if such a maximum has been prescribed, of additional leave before confinement in case of illness arising out of pregnancy (paragraph 6);*
- (d) the maximum period, if such a maximum has been prescribed, of the extension of leave after confinement in case of illness arising out of confinement (paragraph 7).*

*Please indicate the measures taken to ensure the application of paragraphs 5 and 8.*

### *Article 48*

1. While absent from work on maternity leave in accordance with the provisions of Article 47, the woman shall be entitled to receive cash and medical benefits.

2. The rates of cash benefit shall be fixed by national laws or regulations so as to ensure benefits sufficient for the full and healthy maintenance of herself and her child in accordance with a suitable standard of living.

3. Medical benefits shall include prenatal, confinement and postnatal care by qualified midwives or medical practitioners as well as hospitalisation care where necessary: freedom of choice of doctor and freedom of choice between a public and private hospital shall be respected as far as practicable.

4. Any contribution due under a compulsory social insurance scheme providing maternity benefits and any tax based upon payrolls which is raised for the purpose of providing such benefits shall, whether paid both by the employer and the employees or by the employer, be paid in respect of the total number of men and women employed by the undertakings concerned, without distinction of sex.

*Please indicate the rates of cash benefit fixed in virtue of paragraph 2 and the measures taken to ensure that these benefits are sufficient for the full and healthy maintenance of mother and child.*

#### Article 49

1. If a woman is nursing her child she shall be entitled to interrupt her work for this purpose, under conditions to be prescribed by national laws or regulations.

2. Interruptions of work for the purpose of nursing are to be counted as working hours and remunerated accordingly in cases in which the matter is governed by or in accordance with laws and regulations; in cases in which the matter is governed by collective agreement, the position shall be as determined by the relevant agreement.

*Please indicate the conditions under which a woman may interrupt her work for the purpose of nursing her child (paragraph 1).*

*In cases where interruptions for the purpose of nursing are governed by collective agreements, please attach to the report copies of the relevant provisions of the agreements in force or of certain typical agreements (paragraph 2).*

#### Article 50

1. While a woman is absent from work on maternity leave in accordance with the provisions of Article 47, it shall not be lawful for her employer to give her notice of dismissal during such absence, or to give her notice of dismissal at such time that the notice would expire during such absence.

2. The dismissal of a woman solely because she is pregnant or a nursing mother shall be prohibited.

*Please indicate whether it is unlawful to give notice of dismissal to a woman during her absence in accordance with Article 47 or at such a time that the notice would expire during such absence (paragraph 1).*

*Please indicate whether the dismissal of a woman because she is pregnant or a nursing mother is prohibited (paragraph 2).*

### PART VIII. WORKMEN'S COMPENSATION

#### Article 51

Each Member of the International Labour Organisation for which this Part of this Convention is in force undertakes to extend to all plantation workers its laws and regulations which provide for the compensation of workers for personal injury by accident arising out of or in the course of their employment.

*Please indicate the laws and regulations concerning workmen's compensation applicable to plantation workers. If these workers are subject to a special system of workmen's compensation or accident insurance, please indicate any differences between the general system and such special system, particularly as regards:*

- (a) the manner in which the persons and undertakings covered are respectively determined;*
- (b) the conditions under which benefits in cash and in kind are granted and the amount of such benefits.*

#### Article 52

1. Each Member for which this Part of this Convention is in force undertakes to grant to the nationals of any other Member for which this Part of this Convention is in force, who suffer personal injury due to industrial accidents happening in its territory, or to their dependants, the same treatment in respect of workmen's compensation as it grants to its own nationals.

2. This equality of treatment shall be guaranteed to foreign workers and their dependants without any condition as to residence. With regard to the payments which a Member or its nationals would have to make outside that Member's territory in the application of this principle, the measures to be adopted shall be regulated, if necessary, by special arrangements between the Members concerned.

*Please indicate the legislative or other provisions relating to the payment of compensation to persons who have suffered employment injuries or their dependants, if they reside outside the country from which compensation is due:*

- (a) in the case of national workers and their dependants;*
- (b) in the case of workers who are nationals of other countries for which this Part of the Convention is in force and their dependants.*

*Please give information regarding any special arrangements which may have been made with other Members concerned and supply copies of the instruments governing these arrangements, in so far as they have not already been supplied to the ILO.*

#### *Article 53*

Special agreements may be made between the Members concerned to provide that compensation for industrial accidents happening to workers whilst temporarily or intermittently employed in the territory of one Member on behalf of an undertaking situated in the territory of another Member shall be governed by the laws and regulations of the latter Member.

*Please give information regarding any special agreements which may have been made under this Article, and supply copies of the instruments governing these arrangements, in so far as they have not already been supplied to the ILO.*

### PART IX. RIGHT TO ORGANISE AND COLLECTIVE BARGAINING

#### *Article 54*

The right of employers and employed alike to associate for all lawful purposes shall be guaranteed by appropriate measures.

*Please indicate how the right of association of employers and employed on plantations is guaranteed, and give a brief account of the practical results of the exercise of this right.*

*If Part X has been excluded from acceptance of the obligations of the Convention, please state briefly the conditions, if any, governing the establishment, functioning, suspension and dissolution of organizations of employers and workers, and the objects which these organizations may lawfully pursue.*

#### *Article 55*

All procedures for the investigation of disputes between employers and workers shall be as simple and expeditious as possible.

*Please describe briefly the procedures followed for the investigation of disputes between employers and workers and supply available information regarding the practical effect of the adoption of such procedures.*

#### *Article 56*

1. Employers and workers shall be encouraged to avoid disputes and, if they arise, to reach fair settlements by means of conciliation.

2. For this purpose all practicable measures shall be taken to consult and associate the representatives of organisations of employers and workers in the establishment and working of conciliation machinery.

3. Subject to the operation of such machinery, public officers shall be responsible for the investigation of disputes and shall endeavour to promote conciliation and to assist the parties in arriving at a fair settlement.

4. Where practicable, these officers shall be officers specially assigned to such duties.

*Please state whether there are public officers specially assigned to the investigation and settlement of labour disputes and, if so, give full particulars of their duties.*

#### Article 57

1. Machinery shall be created as rapidly as possible for the settlement of disputes between employers and workers.

2. Representatives of the employers and workers concerned, including representatives of their respective organisations, where such exist, shall be associated where practicable in the operation of the machinery, in such manner and to such extent, but in any case in equal numbers and on equal terms, as may be determined by the competent authority.

*Please supply particulars of the machinery created for the settlement of labour disputes and state to what extent the representatives of employers and workers, including representatives of their respective organizations, are associated with the working of this machinery.*

#### Article 58

1. Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

2. Such protection shall apply more particularly in respect of acts calculated to:

- (a) make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership;
- (b) cause the dismissal of or otherwise prejudice a worker by reason of union membership or because of participation in union activities outside working hours or, with the consent of the employer, within working hours.

*Please indicate how adequate protection against acts of anti-union discrimination in respect of their employment is ensured to plantation workers.*

#### Article 59

1. Workers' and employers' organisations shall enjoy adequate protection against any acts of interference by each other or each other's agents or members in their establishment, functioning or administration.

2. In particular, acts which are designed to promote the establishment of workers' organisations under the domination of employers or employers' organisations, or to support workers' organisations by financial or other means, with the object of placing such organisations under the control of employers or employers' organisations, shall be deemed to constitute acts of interference within the meaning of this Article.

*Please indicate how adequate protection is ensured to workers' and employers' organizations against any acts of interference by each other.*

#### Article 60

Machinery appropriate to national conditions shall be established, where necessary, for the purpose of ensuring respect for the right to organise as defined in the preceding Articles.

#### Article 61

Measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilisation of machinery for voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements.

*Please indicate any action taken to give effect to Articles 60 and 61, and state in particular whether there exist any legislative or other provisions regarding collective bargaining and collective agreements.*

PART X. FREEDOM OF ASSOCIATION

*Article 62*

Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

*Please indicate the substantive and formal conditions which workers and employers must satisfy to establish organizations.*

*Article 63*

1. Workers' and employers' organisations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programmes.

2. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof.

*Please indicate the conditions, if any, governing the constitutions of such organizations, the objects which they may lawfully pursue, the holding of meetings by the organizations, supervision of their financial administration, and the election of their leaders.*

*Article 64*

Workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority.

*Please indicate the legal provisions, if any, governing the suspension or dissolution of workers' and employers' organizations.*

*Article 65*

Workers' and employers' organisations shall have the right to establish and join federations and confederations and any such organisation, federation or confederation shall have the right to affiliate with international organisations of workers and employers.

*Please indicate the legislative or other provisions governing:*

- (a) the establishment of federations and confederations by workers' and employers' organizations;*
- (b) affiliation to existing federations or confederations; and*
- (c) affiliation by the said organizations, federations or confederations with international organizations of workers and employers.*

*Article 66*

The provisions of Articles 62, 63 and 64 apply to federations and confederations of workers' and employers' organisations.

*Please state whether any guarantees prescribed by the national legislation giving effect to this Part of the Convention and relating to the establishment, functioning, or dissolution of workers' and employers' organizations apply equally to federations and confederations, or whether there exist special provisions with regard to the latter. In the latter case, please indicate the provisions.*

*Article 67*

The acquisition of legal personality by workers' and employers' organisations, federations and confederations shall not be made subject to conditions of such a character as to restrict the application of the provisions of Articles 62, 63 and 64.

*Please indicate any conditions to which the acquisition of legal personality may be made subject.*

*Please state whether the acquisition of legal personality is optional or compulsory for workers' and employers' organizations, and particularly whether it is a precondition to an organization's being a party to a collective agreement.*

#### *Article 68*

1. In exercising the rights provided for in this Part of this Convention workers and employers and their respective organisations, like other persons or organised collectivities, shall respect the law of the land.

2. The law of the land shall not be such as to impair, nor shall it be so applied as to impair, the guarantees provided for in this Part of this Convention.

*Please indicate any measures of a general nature which may apply to workers' and employers' organizations, as, for example, general legislation concerning associations and meetings, legislation concerning the safety of the State or a state of siege, criminal codes, etc.*

#### *Article 69*

In this Part of this Convention the term “organisation” means any organisation of workers or of employers for furthering and defending the interests of workers or of employers.

#### *Article 70*

Each Member for which this Part of this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organise.

*Please indicate the legislative or other measures taken to ensure the free exercise of the right to organize.*

### PART XI. LABOUR INSPECTION

#### *Article 71*

Each Member for which this Convention is in force shall maintain a system of labour inspection.

*Please state whether a special labour inspectorate exists for plantations (or for agriculture, including plantations). If not, please state whether the general labour inspectorate is responsible also for the inspection of plantations and whether there are inspectors assigned specifically to this work.*

#### *Article 72*

Labour inspection services shall consist of suitably trained inspectors.

*Please describe the nature of the training received by the inspectors of the competent labour inspectorate.*

#### *Article 73*

Workers and their representatives shall be afforded every facility for communicating freely with the inspectors.

*Please describe the measures taken to enable plantation workers and their representatives to communicate freely with the inspectors.*

*Article 74*

1. The functions of the system of labour inspection shall be:

- (a) to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work, such as provisions relating to hours, wages, safety, health and welfare, the employment of children and young persons, and other connected matters, in so far as such provisions are enforceable by labour inspectors;
- (b) to supply technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions;
- (c) to bring to the notice of the competent authority defects or abuses not specifically covered by existing legal provisions.

2. Any further duties which may be entrusted to labour inspectors shall not be such as to interfere with the effective discharge of their primary duties or to prejudice in any way the authority and impartiality which are necessary to inspectors in their relations with employers and workers.

*Please indicate any duties entrusted to labour inspectors other than those provided for in paragraph 1.*

*Article 75*

The competent authority shall make appropriate arrangements to promote:

- (a) effective cooperation between the inspection services and other government services and public or private institutions engaged in similar activities; and
- (b) collaboration between officials of the labour inspectorate and employers and workers or their organisations.

*Please indicate the measures taken to give effect to this Article.*

*Article 76*

The inspection staff shall be composed of public officials whose status and conditions of service are such that they are assured of stability of employment and are independent of changes of government and of improper external influences.

*Please give particulars of the status and conditions of service of the inspection staff.*

*Article 77*

1. The competent authority shall make the necessary arrangements to furnish labour inspectors with:

- (a) local offices, suitably equipped in accordance with the requirements of the service, and accessible to all persons concerned;
- (b) the transport facilities necessary for the performance of their duties in cases where suitable public facilities do not exist.

2. The competent authority shall make the necessary arrangements to reimburse to labour inspectors any travelling and incidental expenses which may be necessary for the performance of their duties.

*Please provide information concerning the arrangements made to give effect to this Article.*

*Article 78*

1. Labour inspectors provided with proper credentials shall be empowered:

- (a) to enter freely and without previous notice at any hour of the day or night any place of employment liable to inspection;
- (b) to enter by day any premises which they may have reasonable cause to believe to be liable to inspection; and

- (c) to carry out any examination, test or inquiry which they may consider necessary in order to satisfy themselves that the legal provisions are being strictly observed and, in particular:
- (i) to interrogate, alone or in the presence of witnesses, the employer or the staff of the undertaking on any matters concerning the application of the legal provisions;
  - (ii) to require the production of any books, registers or other documents the keeping of which is prescribed by national laws or regulations relating to conditions of work, in order to see that they are in conformity with the legal provisions and to copy such documents or make extracts from them;
  - (iii) to enforce the posting of notices required by the legal provisions;
  - (iv) to take or remove for purposes of analysis samples of materials and substances used or handled, subject to the employer or his representative being notified of any samples or substances taken or removed for such purpose.

2. On the occasion of an inspection visit inspectors shall notify the employer or his representative of their presence, unless they consider that such a notification may be prejudicial to the performance of their duties.

*Please indicate the measures taken to enable inspectors freely to exercise their powers, in accordance with this Article.*

#### Article 79

Subject to such exceptions as may be made by law or regulation, labour inspectors:

- (a) shall be prohibited from having any direct or indirect interest in the undertakings under their supervision;
- (b) shall be bound on pain of appropriate penalties or disciplinary measures not to reveal, even after leaving the service, any manufacturing or commercial secrets or working processes which may come to their knowledge in the course of their duties; and
- (c) shall treat as absolutely confidential the source of any complaint bringing to their notice a defect or breach of legal provisions and shall give no intimation to the employer or his representative that a visit of inspection was made in consequence of the receipt of such a complaint.

*Please state whether the various provisions of this Article are applied, and indicate any exceptions provided for in laws or regulations.*

#### Article 80

The labour inspectorate shall be notified of industrial accidents and cases of occupational disease in such cases and in such manner as may be prescribed by national laws or regulations.

*Please indicate the measures taken to give effect to this Article.*

#### Article 81

Places of employment shall be inspected as often and as thoroughly as is necessary to ensure the effective application of the relevant legal provisions.

*Please indicate the measures taken to ensure that inspections are as frequent and as thorough as necessary.*

#### Article 82

1. Persons who violate or neglect to observe legal provisions enforceable by labour inspectors shall be liable to prompt legal proceedings without previous warning: Provided that exceptions may be made by national laws or regulations in respect of cases in which previous notice to carry out remedial or preventive measures is to be given.

2. It shall be left to the discretion of labour inspectors to give warning and advice instead of instituting or recommending proceedings.

*Article 83*

Adequate penalties for violations of the legal provisions enforceable by labour inspectors and for obstructing labour inspectors in the performance of their duties shall be provided for by national laws or regulations and effectively enforced.

*Please indicate the measures taken to give effect to Articles 82 and 83.*

*Article 84*

1. Labour inspectors or local inspection offices, as the case may be, shall be required to submit to the central inspection authority periodical reports on the results of their inspection activities.

2. These reports shall be drawn up in such manner and deal with such subjects as may from time to time be prescribed by the central authority; they shall be submitted at least as frequently as may be prescribed by that authority and in any case not less frequently than once a year.

*Please indicate the measures taken to give effect to this Article.*

*If possible, please attach specimen copies of the reports of labour inspectors or local inspection offices concerning plantations.*

*If general inspection reports are prepared by the central authority, please attach copies of such reports.*

PART XII. HOUSING

*Article 85*

The appropriate authorities shall, in consultation with the representatives of the employers' and workers' organisations concerned, where such exist, encourage the provision of adequate housing accommodation for plantation workers.

*Please indicate the measures taken to encourage the provision of adequate housing accommodation for plantation workers and the results obtained. Please supply information regarding consultations in this connection with representatives of the employers' and workers' organizations concerned.*

*Article 86*

1. The minimum standards and specifications of the accommodation to be provided in accordance with the preceding Article shall be laid down by the appropriate public authority. The latter shall, wherever practicable, constitute advisory boards consisting of representatives of employers and workers for consultation in regard to matters connected with housing.

2. Such minimum standards shall include specifications concerning:

- (a) the construction materials to be used;
- (b) the minimum size of accommodation, its layout, ventilation, and floor and air space;
- (c) verandah space, cooking, washing, storage, water supply and sanitary facilities.

*Please indicate the minimum standards and specifications laid down in respect of accommodation for plantation workers.*

*Please supply information regarding any advisory boards set up in accordance with paragraph 1.*

*Article 87*

Adequate penalties for violations of the legal provisions made in accordance with the preceding Article shall be provided for by laws or regulations and effectively enforced.

*Please indicate the penalties prescribed by law for contravention of the provisions adopted in accordance with Article 86, and the measures taken to ensure the effective enforcement of these penalties.*

*Article 88*

1. Where housing is provided by the employer the conditions under which plantation workers are entitled to occupancy shall be not less favourable than those established by national custom or national legislation.

2. Whenever a resident worker is discharged he shall be allowed a reasonable time in which to vacate the house. Where the time allowed is not fixed by law it shall be determined by recognised negotiating machinery, or, failing agreement on the subject, by recourse to the normal procedure of the civil courts.

*Please state whether the conditions of occupancy are determined by national legislation or national custom, and indicate the measures taken to ensure that the conditions of occupancy of plantation workers are not less favourable than the conditions so determined.*

*Please indicate the manner in which the time allowed to workers who have been discharged to vacate their houses has been determined.*

PART XIII. MEDICAL CARE

*Article 89*

The appropriate authorities shall, in consultation with the representatives of the employers' and workers' organisations concerned, where such exist, encourage the provision of adequate medical services for plantation workers and members of their families.

*Please indicate the measures taken to encourage the provision of adequate medical services for plantation workers and members of their families and the results obtained. Please supply information on consultations in this connection of representatives of the employers' and workers' organizations concerned.*

*Article 90*

1. Medical services shall be of a standard prescribed by the public authorities, shall be adequate having regard to the number of persons involved, and shall be operated by a sufficient number of qualified personnel.

2. Such services where provided by the appropriate public authorities shall conform to the standards, customs and practices of the authority concerned.

*Please indicate the standards prescribed in respect of medical services, and supply information on the functioning of these services, particularly as regards the type of care provided, the premises and equipment available to them, and the number of qualified personnel.*

*Article 91*

The appropriate authority, in consultation with the representatives of the employers' and workers' organisations concerned, where such exist, shall take steps in plantation areas to eradicate or control prevalent endemic diseases.

*Please indicate the measures taken in plantation areas to eradicate or control prevalent endemic diseases, and supply information on consultations in relation thereto with representatives of the employers' and workers' organizations concerned.*

**III. Please state whether courts of law or other tribunals have given decisions involving questions of principle relating to the application of the Convention. If so, please supply the texts of these decisions.**

**IV. Please give a general appreciation of the manner in which the Convention is applied including, for instance, extracts from official reports, an indication of the number of workers to whom the Convention applies, and information on any practical difficulties in the application of the Convention.**

- V. Please indicate the representative organizations of employers and workers to which copies of the present report have been communicated in accordance with article 23, paragraph 2, of the Constitution of the International Labour Organization.<sup>1</sup> If copies of the report have not been communicated to representative organizations of employers and/or workers, or if they have been communicated to bodies other than such organizations, please supply information on any particular circumstances existing in your country which explain the procedure followed.

Please indicate whether you have received from the organizations of employers or workers concerned any observations, either of a general kind or in connection with the present or the previous report, regarding the practical application of the provisions of the Convention or the application of the legislation or other measures implementing the Convention. If so, please communicate a copy of the observations received, together with any comments that you consider useful.

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<sup>1</sup> Article 23, paragraph 2, of the Constitution reads as follows: “Each Member shall communicate to the representative organisations recognised for the purpose of article 3 copies of the information and reports communicated to the Director-General in pursuance of articles 19 and 22.”