Sixth Item on the Agenda

MAXIMUM PERMISSIBLE WEIGHT TO BE CARRIED BY ONE WORKER
The designations of countries employed, which are in conformity with United Nations practice, and
the presentation of the material in this publication do not imply the expression of any opinion what-
soever on the part of the International Labour Office concerning the legal status of any country or
territory or of its authorities, or concerning the delimitation of its frontiers
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INTRODUCTION

For several years the Governing Body of the International Labour Office has given consideration to placing on the agenda of the International Labour Conference the question of the maximum permissible weight to be carried by one worker. The question was referred to a Meeting of Experts which met at Geneva from 9 to 17 March 1964. The findings of the experts were placed before the Governing Body at its 159th (June-July 1964) Session. At its following session (November 1964) the Governing Body decided to convene a Preparatory Technical Conference to examine the question, with a view to bringing it before the General Conference at a later date under the single-discussion procedure. At its 161st and 162nd Sessions the Governing Body made the necessary budgetary arrangements and decided that the Preparatory Technical Conference would meet at Geneva in early 1966. At its 163rd Session the Governing Body then placed on the agenda of the 51st (1967) Session of the Conference a question entitled "Maximum permissible weight to be carried by one worker", on the understanding that the exact scope of the item would be defined in the light of the Conclusions of the Preparatory Technical Conference.

The Preparatory Technical Conference on the Maximum Permissible Weight to Be Carried by One Worker met in Geneva from 25 January to 4 February 1966; its proceedings terminated with the adoption of Proposed Conclusions with a view to the adoption of a Convention supplemented by a Recommendation on this question. The report and conclusions of the Preparatory Technical Conference were submitted to the Governing Body at its 164th Session (March 1966), and it was decided to deal with the question in accordance with the provisions of article 38, paragraph 4 (a), of the Standing Orders of the International Labour Conference, concerning the preparatory stages of the single-discussion procedure.

The procedure adopted by the Governing Body is laid down in article 38, paragraph 1, of the Standing Orders, which states that—

... the International Labour Office shall communicate to the governments, so as to reach them not less than 12 months before the opening of the session of the Conference at which the question is to be discussed, a summary report upon the question containing a statement of the law and practice in the different countries and accompanied by a questionnaire drawn up with a view to the preparation of Conventions or Recommendations. This questionnaire shall request governments to give reasons for their replies. Such replies should reach the Office as soon as possible and not less than eight months before the opening of the session of the Conference at which the question is to be discussed.

In accordance with this procedure, the present report contains a survey of national law and practice with respect to the manual transport of loads, together with the
report and conclusions of the Preparatory Technical Conference and a questionnaire based on these conclusions.

In accordance with article 38, paragraph 1, of the Standing Orders of the International Labour Conference, which asks States Members to give the reasons for their replies, governments are requested to forward their replies and observations so as to reach the Office not later than 1 October 1966.
CHAPTER I

SURVEY OF NATIONAL LAW AND PRACTICE

Laws and Regulations

Generally speaking, national legislative authorities take one of two approaches to the question of maximum individual loads. Either they provide in general terms that no person shall be required to carry a load so heavy that it may cause him injury; or they fix a limit which is not to be exceeded and which may apply to all workers, or to certain classes of workers, or to workers acting in certain conditions.

General Provisions

Of the few provisions in general terms, some apply to all workers without distinction of age or sex. In Ireland the Factories Act, 1955, provides that no person shall be required to lift, carry or move a load so heavy that it may cause him injury, and adds that the Minister of Industry and Commerce may, after consulting the Minister of Health, fix the maximum weight to be carried by any worker, or several maxima according to the circumstances or the process. In India a similar provision appears in the Factories Act.

In Guatemala General Regulations on Occupational Hygiene and Safety, dated 28 December 1957, provide that loads transported by workers "shall be suited to their physical powers, regard being had to the character, weight and volume of the load and the distance and road to be travelled".

In the United Kingdom the Factory Act, 1961, provides that a person shall not be employed in any factory to lift, carry or move any load so heavy as to be likely to cause injury to him. It also empowers the Minister of Labour to make special regulations prescribing the maximum weights which can be carried by persons employed in factories; these regulations may apply to workers generally or to certain categories of workers, to persons employed on a particular process or in a particular class or description of factory. A similar provision appears in the Construction (General Provisions) Regulations, 1961.

In some countries these general provisions apply specifically to women and young workers. That is, for example, the case in the Netherlands, where the law prescribes that these categories of workers cannot be assigned to the work of raising, carrying or moving, etc., of loads of such weight that the effort required of the worker is too great or might injure his health.
A similar provision appears in the legislation of the province of Manitoba in Canada.

In other countries provisions of this kind apply especially to children. They provide, in substance, that it is forbidden to cause to be raised, carried or moved by a child objects that might cause him physical injury. In the United Kingdom such provisions are found in the Agriculture (Safety, Health and Welfare) Act, 1956, and apply to children and to young persons under 18 years of age. They also appear in the Children and Young Persons Act, 1933, and concern those aged from 13 to 15 years, employed in any type of work; similar provisions exist in Cyprus (Employment of Children and Young Persons Law, 1932) for children under 14 years; in British Honduras (Ordinance No. 20 of 1931) for children under 12 years of age; in Johore (Malaysia) (Notification No. 580 relating to the Employment of Children, 1932); and in Hong Kong (Factories and Workshops Ordinance, No. 27 of 1932) for children under 16 years; this last measure also fixes the maximum load for such young workers at 40 catties—about 53 pounds.

In Austria the federal Employment of Children Act of 13 July 1935 applying to industry, etc., provides that children under 14 years may not be employed or caused to work save in so far as their health and physical development will suffer no ill effect, and states in particular that such children may not be employed at “lifting, carrying or moving heavy loads”; another Act of the same date extends these provisions to agriculture and forestry.

Provisions concerning Women, Children and Young Persons

Provisions relating to women, children and young persons may be found in many countries and are much more precise. As a rule they deal separately with women, children and young persons, specifying the age groups and the maximum weight permissible for each group, having regard to the various means used for transporting the loads. Sometimes the legislation also lays down other criteria, such as the character of the ground, the total change of height and the length of the shift. In some countries these rules apply only to workers in particular industries.

In Australia the South Australian Industrial Code of 1926 provides that “no person employing any girl under the age of 20 years in a factory or shop shall require or knowingly permit such girl while so employed to lift or carry a greater weight than 25 pounds”.

In New South Wales the Factories and Shops (Amendment) Act, 1927, states that no woman or young person shall be permitted or required to lift or carry by hand a greater weight than the following:

- Males under 16 years: 30 pounds (about 14 kg.)
- Males under 18 years: 40 pounds (about 18 kg.)
- Females under 16 years: 20 pounds (about 9 kg.)
- Females under 18 years: 25 pounds (about 11 kg.)
- Females of more than 18 years: 35 pounds (about 16 kg.)

In the state of Victoria similar provisions to those of New South Wales are in force.

In Austria the federal Maternity Protection Act of 13 March 1957 provides that no expectant mother shall be employed in heavy manual work, including work in which
loads exceeding 5 kg. are normally, or loads exceeding 10 kg. are occasionally, lifted by hand without the assistance of machinery, or work in which loads exceeding 8 kg. are normally, or loads exceeding 15 kg. are occasionally, moved or transported by hand without the assistance of machinery.

In Belgium a Royal Order relating to the employment of women and children, dated 3 May 1926, states that “in the retting of hemp, flax and similar textiles, children under 16 years of age and girls and women under 21 years of age shall not be employed in performing heavy tasks such as the filling and emptying of the crates and the transportation of flax in barrows”.

In Bolivia regulations for the administration of the Presidential Decree of 21 September 1929, respecting the protection of women and children in industry, lay down the following limits for loads carried:

**Transport by hand**:
- Boys under 16 years: 10 kg.
- Girls under 16 years: 5 kg.
- Women over 16 and under 20 years: 10 kg.

**Trucks on rails**: 300 kg.
- Boys under 16 years: 300 kg.
- Girls under 16 years: 150 kg.
- Women over 16 and under 20 years: 300 kg.

**Handcarts**: 40 kg.
- Boys over 14 and under 16 years: 40 kg.

**Three- and four-wheeled carts**: 50 kg.
- Boys under 16 years: 35 kg.
- Girls under 18 years: 35 kg.
- Women over 18 and under 20 years: 50 kg.

In Brazil Decree No. 21417 to regulate the employment of women, dated 17 May 1932, contains a general provision as follows: “Women employed in industrial and commercial undertakings shall not lift objects the weight of which is greater than that laid down in regulations issued by public authority.” However, the I.L.O. has no knowledge of any regulations giving effect to this provision. Decree No. 5452 (consolidation of labour laws) dated 1 May 1943 provides that “an employer shall not employ a woman on work which demands the use of muscular force involving the handling of weights exceeding 20 kg. in the case of continuous work or 25 kg. in the case of occasional work”. This decree also states that the prohibition “shall not apply to the moving of articles by pushing or drawing trucks on rails, barrows, handcarts or other suitable mechanical devices”.

In Bulgaria the Employment of Women Ordinance No. 53 of 3 July 1959 regulates the transport and carriage of loads by women over 16 years of age. The maximum for carrying by hand on an even surface is 20 kg. For transport by vehicle, the maximum weights (not including weight of vehicle) are as follows:

by one-wheel barrow, 50 kg. (the barrow must be moved along special boards with a maximum incline not exceeding 0.02);

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1 Weight of vehicle included.
by two-wheel handcarts: 115 kg. (on even floor surface with maximum incline of 0.02) or 60 kg. (on uneven rail or paved surface with maximum incline of 0.01); by three- or four-wheel handcarts: 100 kg. (maximum incline of 0.01).

The ordinance also states that “where women carry loads by hand, stretcher-type transporters fitted with legs shall be used in so far as the nature of the goods permits. The combined weight of the goods and the transporter shall not exceed 50 kg. for the two persons.”

In Canada this matter is regulated in a different manner in the various provinces:

**British Columbia.** Regulation 195/59 states that women shall not be required by the employer to lift more than 35 pounds (about 16 kg.) in the course of their regular work.

**Alberta.** The Alberta Labour Act states that the Board of the Ministry of Labour may prohibit that women workers be employed to lift and carry loads exceeding the weight limit which the Board may fix. No order has been issued in this respect, but the labour inspectors advise in particular cases that this weight should not exceed 35 to 40 pounds (about 16 to 18 kg.).

**Manitoba.** Regulation 30/60 states that women, children and young persons shall not carry loads weighing more than 25 pounds (about 11 kg.) over a distance exceeding 10 feet (about 3 m.).

In Cuba Legislative Decree No. 598 respecting the employment of women in industry, dated 16 October 1934, prohibits the employment of women in dangerous or unhealthy processes, including lifting or moving weights.

In Spain the Women and Young Persons (Dangerous or Unhealthy Work) Decree of 26 July 1957 states that the following shall in general be prohibited for males under the age of 18 years and females of all ages: “employment unsuited to the health of such workers by reason of the excessive physical effort involved or the danger to their persons [and] all work in which loads are transported, pushed or pulled and in which the effort is greater than that needed to move the following weights (which include the weight of the vehicle) on level ground”. The figures are:

**Transport by hand:**
- Males up to 16 years: 15 kg.
- Females up to 18 years: 8 kg.
- Males between 16 and 18 years: 20 kg.
- Females between 18 and 21 years: 10 kg.
- Females of 21 years and over: 20 kg.

**Truck on rails:**
- Males up to 16 years: 300 kg.
- Females up to 18 years: 200 kg.
- Males between 16 and 18 years: 500 kg.
- Females between 18 and 21 years: 400 kg.
- Females of 21 years and over: 600 kg.

**Wheelbarrows:**
- Males up to 18 years: 40 kg.
- Females up to 21 years: Prohibited
- Females of 21 years and over: 40 kg.
Delivery tricycles:
- Males up to 16 years: 50 kg.
- Males between 16 and 18 years: 75 kg.
- Females of all ages: Prohibited

Two-wheeled handcarts:
- Males up to 18 years: 130 kg.
- Females up to 21 years: Prohibited
- Females of 21 years and over: 130 kg.

Three- or four-wheeled vehicles (handcarts, drays, etc.):
- Males up to 16 years: 50 kg.
- Females up to 18 years: 35 kg.
- Males between 16 and 18 years: 60 kg.
- Females between 18 and 21 years: 50 kg.
- Females of 21 years and over: 60 kg.

In the United States certain states have adopted laws or regulations concerning the carrying of loads by women and children.

Alaska. The General Safety Code, 1949, states that it is prohibited to employ any woman to lift any weight in excess of 35 per cent. of her body weight. Where sustained or repetitive lifting is required, the absolute maximum is 25 pounds (about 11 kg.).

California. The supplement to the 1947 Labour Law states that no female employee may be requested or permitted to lift any object weighing 50 pounds (about 23 kg.) or over. However an Industrial Welfare Commission Regulation (IWC, No. 18-IOR) prohibiting females from lifting burdens in excess of 25 pounds (about 11 kg.) takes precedence over the 50 pounds limitation in the Labour Law. It also provides that no woman shall carry loads weighing more than 10 pounds (4.500 kg.) up or down any stairway rising more than 5 feet (1.50 m.) from its base.

Georgia. Regulation 59 issued by the Commissioner of Labor prescribes that the maximum weight for women shall be 30 pounds (about 14 kg.). This limit is also applicable to young persons under 18.

Maine. A decision of the Commissioner of Labor prohibited the carrying of heavy loads in the case of young persons under 18 in the following industries: bakeries, food products, clothing, metal, machinery and foundries, moulded rubber products, tanning, oil cloth and textiles industries.

Maryland. The Safety Code for the Protection of Industrial Workers in Foundries, 1948, prescribes a maximum weight of 25 pounds (about 11 kg.) for women employed in foundries.

Massachusetts. It is prescribed that all receptacles weighing with their contents 75 pounds (about 34 kg.) or more which are to be moved by female employees in any manufacturing or mechanical establishment must be provided with pulleys or castors.

Michigan. The maximum weight that a woman may carry is fixed at 35 pounds (about 16 kg.), and at 20 pounds (about 9 kg.) when the journey includes ascending or descending stairs. A regulation also prescribes that for boys of 14 and 15 years the maximum weight is 35 pounds (about 16 kg.) and for young persons aged 16 and 17, 50 pounds (about 23 kg.).
Minnesota. The regulations applicable to foundries fix at 25 pounds (about 11 kg.) the maximum permissible weight to be carried by one woman.

New York. In foundries no female is permitted to make or handle cores when the combined weight of core, core box and plate at which she is working exceeds 25 pounds (about 11 kg.).

Ohio. The maximum weight for women is fixed at 25 pounds (about 11 kg.).

Oregon. The maximum weight is 25 pounds (about 11 kg.) for women.

Utah. The Industrial Commission Welfare Regulations prescribe that a woman shall not be required to lift a load weighing more than 30 pounds (about 14 kg.) and shall not carry a load weighing more than 15 pounds (about 7 kg.).

In Finland an Act dated 28 March 1930 states that “women under 21 years shall not be employed in loading or unloading vessels . . .”.

In France a Decree of 28 December 1909, amended on 26 October 1912, provides that children under 18 years of age and women of any age employed in establishments shall not carry, pull or push loads heavier than the limits specified in an appended table. These maximum weights are as follows:

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<tr>
<th>Transport by hand</th>
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<tr>
<td>Boys under 14 years</td>
<td>10 kg.</td>
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<td>Boys of 14 or 15 years</td>
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<tr>
<td>Boys of 16 or 17 years</td>
<td>20 kg.</td>
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<tr>
<td>Women under 14 years</td>
<td>5 kg.</td>
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<tr>
<td>Women of 14 or 15 years</td>
<td>8 kg.</td>
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<td>Women of 16 or 17 years</td>
<td>10 kg.</td>
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<tr>
<td>Women of 18 years and over</td>
<td>25 kg.</td>
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<tr>
<th>Trucks on rails</th>
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<tr>
<td>Boys under 14 years</td>
<td>300 kg.</td>
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<td>Boys from 14 to 17 years</td>
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<td>Women under 16 years</td>
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<td>Women of 16 or 17 years</td>
<td>300 kg.</td>
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<tr>
<td>Women of 18 years and over</td>
<td>600 kg.</td>
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<th>Wheelbarrows</th>
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<tr>
<td>Boys under 14 years</td>
<td>Prohibited</td>
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<tr>
<td>Boys from 14 to 17 years</td>
<td>60 kg.</td>
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<td>Women under 18 years</td>
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<td>Women of 18 years and over</td>
<td>40 kg.</td>
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<th>Three- or four-wheeled vehicles</th>
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<td>Boys under 14 years</td>
<td>35 kg.</td>
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<td>Boys from 14 to 17 years</td>
<td>60 kg.</td>
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<th>Smaller type of two-wheeled cart and barrows</th>
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<tr>
<td>Boys from 14 to 17 years</td>
<td>130 kg.</td>
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<td>Women under 18 years</td>
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<td>130 kg.</td>
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1 Weight of vehicle included.
**Pedal tricycle carriers**:

- Boys under 14 years: Prohibited
- Boys of 14 or 15 years: 50 kg.
- Boys of 16 or 17 years: 75 kg.
- Women of all ages: Prohibited

Transport by large two-wheel trucks is prohibited for boys under 18 years and for women and girls irrespective of age. The decree also stated that a woman is not permitted to carry, push or pull any load during the three weeks following confinement.

These provisions also apply to the département of Martinique (Decree concerning the employment of women and children dated 20 June 1927).

Order No. 5254 of 19 July 1954 respecting the employment of women and pregnant women in establishments in French West Africa provided, *inter alia*, that "no woman or pregnant woman shall be employed on any work which is beyond her strength". It also fixed the maximum weight which women were permitted to carry (porterage) and the maxima which they might pull or push in vehicles (including weight of vehicle) as follows:

- Maximum weight: 25 kg.
- Trucks running on rails: 600 kg.
- Wheelbarrows: 40 kg.
- Three- or four-wheeled vehicles: 60 kg.
- Two-wheeled handcarts: 130 kg.

Similar provisions for French Equatorial Africa were issued in the same year. According to information available to the Office, these or similar provisions appear to be now in force in most of the independent countries formerly constituting French West and Equatorial Africa.

In Gabon the Decree No. 275 of 5 December 1962, prescribing derogations to the employment of young workers, specifies the following maximum weights:

**Transport by hand:**

- Boys aged 16 to 17: 15 kg.
- Boys aged 17 to 18: 20 kg.
- Girls aged 17 to 18: 10 kg.

**Transport by wheelbarrow**:

- Boys aged 16 to 17: 35 kg.
- Boys aged 17 to 18: 45 kg.
- Girls aged 17 to 18: 35 kg.

**Transport by three- and four-wheeled vehicles**:

- Boys aged 16 to 17: 45 kg.
- Boys aged 17 to 18: 50 kg.
- Girls aged 17 to 18: 45 kg.

**Transport by truck on rails**:

- Boys aged 16 to 17: 400 kg.
- Boys aged 17 to 18: 500 kg.
- Girls aged 16: 150 kg.
- Girls over 16: 300 kg.

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1 Weight of vehicle included.
The law also prescribes that young persons under 18 years of age shall not transport any load whatsoever by two-wheeled trolleys, barrows, or similar vehicles.

As regards women, Decree No. 276 of 5 December 1962 incorporates the quantities already mentioned which are operative in French Equatorial Africa. With regard to pregnant women, the same decree provides that it is unlawful to cause any load whatsoever to be carried, pushed or pulled by women who are pregnant or during the three weeks following their resumption of work after confinement.

In **Greece** a Decree respecting work in mines dated 28 October 1929 states that “boys from 12 to 16 years of age shall not carry on their shoulders loads exceeding 10 kg. and boys from 16 to 18 years of age shall not carry loads exceeding 15 kg.”

A Decree respecting hygiene and safety in factories, etc., dated 14 March 1934 states that “it shall not be lawful for children to carry on their shoulders weights exceeding 5 kg. or for young persons to carry on their shoulders weights exceeding 10 kg.; further it shall not be lawful for children and young persons to move weights exceeding 300 kg. by pushing or pulling them on rails, or weights exceeding 50 kg., by pushing them on handcarts or barrows”.

In **India** under section 34 of the Factories Act, 1948, regulations now in force in all states prescribe the following limits:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Maximum Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male child up to 15 years of age</td>
<td>35 pounds (about 16 kg.)</td>
</tr>
<tr>
<td>Adolescent male from 15 to 18 years</td>
<td>65 pounds (about 29.5 kg.)</td>
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<tr>
<td>Female child up to 15 years</td>
<td>30 pounds (about 13.5 kg.)</td>
</tr>
<tr>
<td>Adolescent female from 15 to 18 years</td>
<td>45 pounds (about 20.5 kg.)</td>
</tr>
<tr>
<td>Adult female over 18 years</td>
<td>65 pounds (about 29.5 kg.)</td>
</tr>
</tbody>
</table>

In **Israel** an Order dated 15 January 1954 lays down the following maxima for weights carried by children and young persons:

- **Transport by hand:**
  - Boys under 16 years: 10 kg., if the shift exceeds two hours a day
  - Boys under 16 years: 12.5 kg., if the shift does not exceed two hours a day
  - Boys from 16 to 18 years: 16 kg., if the shift exceeds two hours a day
  - Boys from 16 to 18 years: 20 kg., if the shift does not exceed two hours a day
  - Girls under 16 years: 8 kg., shift not to exceed two hours a day
  - Girls from 16 to 18 years: 10 kg., shift not to exceed two hours a day

- **Transport by wheelbarrow:**
  - Boys from 16 to 18 years only: 50 kg.

In **Italy** the Act to safeguard the employment of women and children, No. 653 of 26 April 1934, provides that “the weight of the loads which may be handled by children, persons under 17 years of age and women irrespective of age who are employed in carrying and lifting weights, including those entailed by employment in agriculture, shall not exceed the following limits:

(a) **Transport by hand:**
  - Boys under 15 years: 15 kg.
  - Boys from 15 to 17 years: 25 kg.
  - Girls under 15 years: 5 kg.
  - Girls from 15 to 17 years: 15 kg.
  - Women over 17 years: 20 kg.

1 Weight of vehicle included.
(b) Transport by handcarts with three or four wheels on level ground:
Eight times the weight stated under (a), including the weight of the vehicle.

(c) Transport by trucks on rails:
Twenty times the weight stated under (a), including the weight of the vehicle."

The manoeuvring or pulling of trucks by persons under 18 years of age is, however, prohibited. Furthermore, persons in the above classes may not be occupied at transporting loads for more than four hours a day.

As regards transport by wheelbarrow or two-wheeled handcart, the Circular of 14 August 1940 (No. 2981) of the Ministry of Corporations prescribes the weights for transport by wheelbarrow; these are three times the maximum weight authorised for transport by hand. For transport by two-wheeled handcarts, the limit is five times the maximum weight authorised for transport by hand.

With regard to women, Law No. 860 of 26 August 1950 on the protection of working mothers states that pregnant women should not be employed in lifting or carrying loads during the whole period of pregnancy and during the three months following confinement or, for nursing mothers, during a period of seven months.

In Japan an Ordinance to regulate the employment of women and children, No. 13 of 19 June 1954, specifies the following weights:

<table>
<thead>
<tr>
<th>Intermittent work</th>
<th>Continuous work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boys under 16 years</td>
<td>15 kg.</td>
</tr>
<tr>
<td>Boys from 16 to 18 years</td>
<td>30 kg.</td>
</tr>
<tr>
<td>Girls under 16 years</td>
<td>12 kg.</td>
</tr>
<tr>
<td>Girls from 16 to 18 years</td>
<td>25 kg.</td>
</tr>
<tr>
<td>Women over 18 years</td>
<td>30 kg.</td>
</tr>
</tbody>
</table>

In special cases the labour inspector may authorise maximum weights of 40 and 30 kg. respectively for women over 18 years of age.

In the Malagasy Republic Decree No. 62/152 to regulate the conditions of work of children, women and expectant mothers, provides that "children of either sex under 18 years of age, women and expectant mothers . . . shall not be employed at work in excess of their strength ". It further states that women and children shall not carry loads in excess of the following limits:

1. Transport by hand:
   Boys from 14 to 16 years | 15 kg. |
   Boys from 16 to 18 years | 20 kg. |
   Girls from 14 to 16 years | 8 kg. |
   Girls from 16 to 18 years | 10 kg. |
   Women | 25 kg. |

2. Trucks on rails:
   Boys from 14 to 17 years | 500 kg. |
   Girls under 16 years | 150 kg. |
   Girls of 16 or 17 years | 300 kg. |
   Women | 600 kg. |

3. Wheelbarrows:
   Boys from 14 to 17 years | 40 kg. |
   Women | 40 kg. |

1 Weight of vehicle included.
4. *Three- or four-wheeled vehicles* ¹:

- Boys from 14 to 17 years ........................................ 60 kg.
- Girls under 16 years ........................................... 35 kg.
- Girls over 16 years and women ............................. 60 kg.

5. *Handcarts* ¹:

- Boys from 14 to 17 years ...................................... 130 kg.
- Women ............................................................ 130 kg.

6. *Tricycle carriers* ¹:

- Boys of 14 or 15 years ....................................... 50 kg.
- Boys of 16 or 17 years ....................................... 75 kg.

Transport as indicated in 3, 5 and 6 is prohibited for girls. Transport by handcarts is prohibited for all women and children. Transport by pedal tricycle carrier is prohibited for women.

The decree also states that "no expectant mother shall be required to carry, push or pull any load ".

In the *Republic of Mali* section 231 of Act No. 62-67/AN-RM dated 9 August 1962 prohibits the employment of women, whether pregnant or not, and children on any work beyond their strength.

Order 52-54/IGTLS-AOF of 19 July 1954 and Order 12-70/ITLS-SO of 21 April 1954, both still applicable, had moreover limited the weight to be carried by women and children, as follows:

- Women ................................................................ 25 kg.
- Males between 14 and 15 years .............................. 15 kg.
- Males between 16 and 17 years .............................. 20 kg.
- Females between 14 and 15 years .......................... 8 kg.
- Females between 16 and 17 years .......................... 10 kg.
- Females of 18 years and over ................................. 25 kg.

In *Malta* the Factories Regulation Act, 1926, provides that in the "unhealthy or dangerous works specified in the annexed schedule, it shall not be lawful to employ children under 16 years of age or women who have not completed 18 years ". Among the "works" so specified are "harbour employment—stevedoring work, loading and discharging coal and heavy packages ".

In *Mexico* the Regulations respecting employment of children in dangerous and unhealthy occupations, dated 31 July 1934, provide that "girls of under 16 years of age shall not carry by hand or on their backs loads exceeding 10 kg. in weight and boys of the same age shall not carry loads exceeding 20 kg.". The regulations also state that children under 16 years may not push or pull loads which require them to make a muscular effort exceeding that necessary to move horizontally the following weights:

- *Trucks on rails* ¹:
  - Boys under 14 years ........................................ 200 kg.
  - Boys from 14 to 16 years ................................. 400 kg.
  - Girls under 14 years ...................................... 150 kg.
  - Girls from 14 to 16 years ............................... 250 kg.

¹ Weight of vehicle included.
Wheelbarrows:
Boys from 14 to 16 years .......................... 40 kg.

Three- or four-wheeled vehicles:
Boys under 14 years .................................. 30 kg.
Boys from 14 to 16 years .......................... 50 kg.
Girls under 14 years .................................. 20 kg.
Girls from 14 to 16 years .......................... 40 kg.

Pedal tricycle carriers:
Boys from 14 to 16 years .......................... 50 kg.

The weight of wheelbarrows, three- or four-wheeled vehicles and pedal tricycle carriers shall not exceed half the weight mentioned above. Moreover, "children under the age of 16 years and women shall not be employed for more than four hours during the working day in continuously carrying the weights mentioned above". The Act also states that during the three months preceding confinement, a woman shall not be employed at work requiring a great physical effort such as the transport of heavy loads in any manner.

In Portugal a Decree to regulate the employment of young persons and women, No. 14498 of 29 October 1927, provides that "young persons, women, expectant mothers and mothers nursing their children shall not be employed otherwise than in light work of short duration...". A further Decree in the same connection, No. 14535 of 31 October 1927, states that expectant mothers shall not be employed on heavy work or work requiring a considerable prolonged effort, particularly the transport of loads on the head.

In the United Arab Republic Order No. 154 of 25 August 1959 states that young persons under 15 years of age shall not be employed on the transport of loads exceeding 10 kg. for boys and 7 kg. for girls. If the transport is by truck on rails, the maximum loads are 300 kg. for boys and 150 kg. for girls. Transport of loads on wheelbarrows with one or two wheels is prohibited. Furthermore, Order No. 155 of 1959, relating to the employment of young persons, states that persons under 17 years of age shall not be employed on the loading or unloading of goods in docks, on quays, etc., or in warehouses. Order No. 64 of 1960 extends the scope of these provisions to adult women.

In the United Kingdom the Woollen and Worsted Textiles (Lifting of Heavy Weights) Regulations, 1926, provide the following maximum weights in pounds:

Transport by hand:

<table>
<thead>
<tr>
<th></th>
<th>Compact load</th>
<th>Load not compact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males under 16 years</td>
<td>50 pounds (about 23 kg.)</td>
<td>40 pounds (about 18 kg.)</td>
</tr>
<tr>
<td>Males over 16 and under 18 years</td>
<td>65 pounds (about 29.5 kg.)</td>
<td>50 pounds (about 23 kg.)</td>
</tr>
<tr>
<td>Females under 18 years</td>
<td>50 pounds (about 23 kg.)</td>
<td>40 pounds (about 18 kg.)</td>
</tr>
<tr>
<td>Females of 18 years and over</td>
<td>65 pounds (about 29.5 kg.)</td>
<td>50 pounds (about 23 kg.)</td>
</tr>
</tbody>
</table>

The Pottery (Health and Welfare) Special Regulations, 1950, prescribe that the maximum permissible load to be lifted or carried by a young person who has not attained 18 years of age shall be 20 pounds (about 9 kg.). This maximum can, how-
ever, be fixed at a higher level which must be specified by a medical certificate issued by the appointed factory doctor. In particular cases (loading of damp clay, clay dust, etc.), this maximum for young persons and women may in no case exceed 40 pounds (about 18 kg.) over a distance of 50 yards (about 42 m.). The regulations also provide that women may not lift or carry saggars the weight of which exceeds 30 pounds (about 13.5 kg.) (or 50 pounds (about 23 kg.) if not moved more than 6 feet), these limits being raised to 50 and 80 pounds respectively where the saggars are lifted by two persons.

The Jute (Safety, Health and Welfare) Regulations, 1948, prescribe the following maxima:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Compact load</th>
<th>Load not compact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Young persons aged 16 years and under</td>
<td>40 pounds (about 18 kg.)</td>
<td>35 pounds (about 16 kg.)</td>
</tr>
<tr>
<td>Male young persons aged over 16 and under 18 years</td>
<td>65 pounds (about 29.5 kg.)</td>
<td>50 pounds (about 23 kg.)</td>
</tr>
<tr>
<td>Female young persons aged over 16 and under 18 years</td>
<td>50 pounds (about 23 kg.)</td>
<td>40 pounds (about 18 kg.)</td>
</tr>
<tr>
<td>Females aged 18 years and over</td>
<td>65 pounds (about 30 kg.)</td>
<td>50 pounds (about 23 kg.)</td>
</tr>
</tbody>
</table>

When a load is lifted by more than one person, its weight must not exceed the applicable maximum weight multiplied by the number of persons participating.

In the U.S.S.R. a Decree concerning the maximum permissible loads to be raised or moved by women and young persons, dated 4 March 1921, states that young persons under 18 years of age shall not be permanently employed on the transporting of loads exceeding approximately 9 pounds (4.1 kg.), and that the maxima which may be moved by persons aged from 16 to 18 years, during at most one-third of the working day, are as follows:

<table>
<thead>
<tr>
<th>Transport Method</th>
<th>Approximate maximum weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male workers:</td>
<td></td>
</tr>
<tr>
<td>Transport by hand</td>
<td>16 kg. (36 pounds)</td>
</tr>
<tr>
<td>Transport by trucks on rails</td>
<td>492 kg. (1,092 pounds)</td>
</tr>
<tr>
<td>Transport by wheelbarrows</td>
<td>49 kg. (108 pounds)</td>
</tr>
<tr>
<td>Transport by two-wheeled barrows</td>
<td>115 kg. (247 pounds)</td>
</tr>
<tr>
<td>Transport by three- or four-wheeled barrows</td>
<td>82 kg. (180 pounds)</td>
</tr>
<tr>
<td>Female workers:</td>
<td></td>
</tr>
<tr>
<td>Transport by hand</td>
<td>10 kg. (22 pounds)</td>
</tr>
<tr>
<td>Transport by trucks on rails</td>
<td>328 kg. (720 pounds)</td>
</tr>
<tr>
<td>Transport by wheelbarrows</td>
<td>Prohibited</td>
</tr>
<tr>
<td>Transport by two-wheeled barrows</td>
<td>Prohibited</td>
</tr>
<tr>
<td>Transport by three- or four-wheeled barrows</td>
<td>57 kg. (126 pounds)</td>
</tr>
</tbody>
</table>

Regulations on the conditions of work of persons engaged in loading and unloading, No. 254 of 30 September 1931, provide that young persons under 16 years shall not be employed on such work; among the loading and unloading work which is permissible for young persons aged from 16 to 18 years and for women, the regula-
tions include goods in bulk, light goods, goods in loose units and saw-mill goods; they also state that "young persons aged not less than 16 nor more than 18 years and women shall not be employed in carrying goods weighing more than 20 kg., or more than 50 kg. if the load is carried between two persons ".

Order No. 145 respecting maximum loads for adult women, dated 14 August 1932, fixes the following limits "exclusive of the weight of the appliances" for "carriage or conveyance":

<table>
<thead>
<tr>
<th>Mode of Transport</th>
<th>Maximum Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transport by hand</td>
<td>20 kg. on a level surface;</td>
</tr>
<tr>
<td>Barrow with one wheel</td>
<td>50 kg. (must be on plank runways, maximum gradient not to exceed 0.02);</td>
</tr>
<tr>
<td>Handtruck with three or four wheels</td>
<td>100 kg. (maximum gradient not to exceed 0.01);</td>
</tr>
<tr>
<td>Handtruck with two wheels</td>
<td>115 kg. (on smooth floor, maximum gradient not to exceed 0.02) or 60 kg. (on uneven surface, maximum gradient not to exceed 0.01);</td>
</tr>
<tr>
<td>Truck running on rails</td>
<td>600 kg. (maximum gradient not to exceed 0.01).</td>
</tr>
</tbody>
</table>

This order also states that "in all work where women carry loads by hand, handbarrows shall be used wherever the nature of the work admits thereof". Handbarrows shall be provided with legs. The weight of the load, together with the handbarrow, shall not exceed 50 kg. for two persons.

In Switzerland a Factory Act Amendment Order of 17 September 1923 includes among the branches of industry and processes in which young persons under 16 years of age may not be employed, "work consisting of lifting, carrying, or moving heavy loads ".

In Turkey a Ministerial Decision relating to the tobacco industry states that loads shall not exceed 20 kg. in the case of children and 60 kg. in the case of adult women.

**Provisions concerning Adult Workers**

As stated in the Introduction, there are few provisions applying to adult workers. In some cases they apply to all goods handled; in other cases, to certain types of load, such as sacks, or to particular branches of industry.

In Chile Act No. 3915 of 9 February 1923 and Administrative Regulations No. 2494 of 27 August 1923 state that "the weight of sacks containing goods of any kind which are to be carried by manpower shall not exceed 80 kg." and that "sacks containing foreign goods which weigh more than the legal weight shall not be carried on the shoulder unless the weight is reduced to 80 kg." (with an exception to this rule in the case of loads "liable to increase in weight owing to damp or for other reasons ").

Decree No. 217 to approve regulations respecting industrial health and safety, dated 30 April 1926, applies to "sacks, cases and goods" and states that when the weight exceeds 80 kg. "use shall be made of wheelbarrows or stretchers carried by two men ".

Legislative Decree No. 178 (Labour Code), dated 13 May 1931, confirms the above maximum for sacks. However, it tolerates a margin in the case of nitrate
(3 kg. per sack up to a maximum of 10 per cent. of those in any batch); and sacks of cement or wheat may weigh up to 86 kg. The decree also states that sacks weighing more than the prescribed maximum must be transported by mechanical means approved by the competent technical office and that sacks of foreign produce weighing more than the amount specified shall not be placed on a worker’s back until the weight has been reduced to 80 kg.

In Costa Rica Act No. 2 to promulgate the Labour Code, dated 27 August 1943, states that “the weight of sacks containing produce or merchandise of any kind which are to be carried by manpower shall not exceed 80 kg. Nevertheless, sacks weighing 15 per cent. in excess of the above amount may be carried by manpower in special cases to be prescribed by the Regulations.” In virtue of this section of the Code, regulations issued on 20 January 1952 state that sacks containing any agricultural product for the home market, if they are to be carried by manpower, may exceed the limit of 80 kg. by 15 per cent.—i.e. may weigh 92 kg. or 200 pounds—provided the handling is done by men over 20 years of age; sacks containing other products, if they are to be carried, may in no case exceed 80 kg.; heavier loads must be transported by mechanical means.

In Spain the Order of 20 May 1952 respecting occupational safety and health regulations for the building trade, prescribes that the maximum load to be handled by one worker must not exceed 80 kg. Subsequently, the Order of 2 June 1962 extended the application of this provision to ports, jetties, factories, workshops and generally to all workplaces. It states in particular that it is forbidden to use in such places sacks, packs or any other gear for the transport of goods the weight of which, together with the load, exceeds 80 kg.

In the United States there are no federal laws or regulations on this point. However, in the enactments of certain states, statutory provisions do exist. Thus the general law of the state of Massachusetts prescribes that no person employed in a textiles factory and assigned to the maintenance and repair of machines may lift by hand objects weighing more than 325 pounds (about 160 kg.). On the other hand, the regulations pertaining to conditions of work in foundries sets this maximum at 100 pounds (about 45 kg.).

In Puerto Rico the law prescribes a maximum of 150 pounds (about 68 kg.) for all workers.

In France the Decree of 21 May 1965 limiting the load that can be carried by one man states that no worker may regularly be required to carry loads in excess of 55 kg. unless he has been certified fit to do so by an industrial doctor. It is also forbidden to require any man to carry a load in excess of 105 kg.

In Haiti the Labour Code provides that “the weight of a sack containing any product or material, if it is to be carried by a single person, shall not exceed 80 kg.” and that “objects of greater weight must be transported by mechanical means”.

In Honduras Decree No. 189 of 1 June 1959 (Labour Code) states that industrial and commercial establishments shall take action to limit the weight of any sack or package carried by a worker to 50 kg., with a margin of up to 10 per cent. in special cases specified in regulations; heavier loads must be moved by mechanical means.
In **India** (state of Madras) the Factories Regulations 1950, as amended by an Ordinance of 1955, provide that no worker shall lift, carry or move a load weighing more than 165 pounds (about 75 kg).

In **Mexico** the Industrial Safety Regulations of 28 November 1934 state that the maximum weight which may be transported by a worker, by hand or on his back, shall be 75 kg., including the packing. Regulations for maize milling and manufacture and sale of maize products in the Federal District, dated 3 August 1929, provide that “if dough is carried from the mills to the tortilla shops by manpower, the weight of each load shall not exceed 50 kg.”.

In **Panama** Act No. 67 to promulgate the Labour Code, dated 11 November 1947, states that in industrial and commercial establishments “the weight of sacks or packages to be carried by the employees shall not exceed 80 kg., subject to authorisation of not more than 10 per cent. in excess of this in special cases to be specified in the Regulations. Heavier weights must be moved by mechanical means.”

In **Peru** the Executive Order of 24 August 1946 prescribes that the maximum weight of sacks that may be transported by one worker, without mechanical aid, must not exceed 80 kg.

In the **United Kingdom** the above-mentioned Regulations of 1926 provide that in the wool industry the maximum permissible weight which may be lifted by hand shall be 150 pounds (about 68 kg.) if the material is “a reasonably compact or rigid body” or 120 pounds (about 54 kg.) if it is not. The regulations also state that “no person employed shall engage, in conjunction with others, in lifting by hand any material, yarn, cloth, tool or appliance, if the weight thereof exceeds the lowest weight fixed by the schedule for any of the persons engaged multiplied by the number of persons engaged”. The Agriculture (Lifting of Heavy Weights) Regulations, 1959, which came into operation on 1 July 1965, prescribe that the maximum weight of any load which may be lifted or carried by a worker, unaided, shall be 180 pounds (about 82 kg.).

In the **U.S.S.R.** the Conditions of Employment (Loading and Unloading) Regulations, No. 254 of 20 September 1931, state that a single loader shall not carry a load weighing more than 80 kg.; that if the weight exceeds 50 kg. the load shall be lifted onto the loader’s back and removed from it with the help of others, and shall not be carried by a single loader for more than 60 metres; that if a greater distance is to be covered, relays shall be organised or appliances provided for conveyance of the load; and that, where loads (not exceeding 80 kg.) are being moved to a higher level, “the height to which the loader must ascend with the load by means of an inclined gangway shall not exceed 3 metres measured vertically”, and “the length of the incline shall be at least three times the height of the rise”.

Furthermore, special regulations for certain industries prescribe particular standards for the transport of loads. Regulations concerning safety in the production of mineral salts and certain acids, dated 10 April 1922, state that “the acids and finished goods shall not be transported by hand save by adults, over distances not exceeding 22 yards (about 20 m.), and the weight of the recipient when full shall not exceed 70 pounds (about 32 kg.) per worker”.

An Order respecting the construction and maintenance of tanneries, dated 30 June 1922, states that “the transport by hand of the raw materials, partly processed products, finished products and construction material by an adult male shall not exceed 90 pounds (about 41 kg.)”. This limit was rounded off, in accordance with the metric system, to 88 pounds (about 40 kg.) by Order No. 326 of 8 October 1929.

Order No. 64/329 respecting the protection of loaders in the transport industry, dated 14 February 1924, states that “in the loading, unloading and shifting of goods, a loader shall not work without assistance if the packages weigh more than 108 pounds; goods must be lifted onto and removed from the loader’s back with the assistance of other loaders”.

Porterage

In some tropical countries, maximum weights are prescribed for loads carried long distances by the porters. Thus, in the Territory of New Guinea (Australian Trusteeship) the Native Labour Ordinance, 1935, states that “a labourer engaged in carrying shall not be required to carry a greater load than 50 pounds (about 23 kg.) for any distance exceeding 12 miles (20 km.) in any one day”.

In Congo (Leopoldville) Ordinance No. 55/AIMO of the former Belgian Congo respecting industrial hygiene and safety, of 18 June 1930, stated that a porter should not be required to carry a load (including baggage and food) in excess of 25 kg. (or 45 kg. if to be carried by two porters), or to march more than 15 kilometres a day in hilly or swampy country, or 25 kilometres elsewhere.

Collective Agreements and Codes of Practice

It is clear from the above review of laws and regulations that there are many provisions affecting women and children but few which relate to adult men. Moreover, the traditionally high maxima for men’s loads, which may have been suitable for big, robust workers living in temperate climates and satisfactorily nourished have sometimes proved excessive when applied to men of weaker constitution with insufficient or ill-balanced food, working in arduous climatic conditions or on ill-prepared or otherwise unsuitable ground. It was for these reasons that in some countries the trade unions concerned sought to conclude collective agreements which would fix maximum loads for certain operations or industries.

The information now available to the Office indicates that the number of collective agreements covering this subject is not large. Difficulties of many kinds, due mostly to traditional methods of composing and packing loads, have hampered the conclusion of such agreements, which, where they exist, are mostly at the regional or industrial level or even restricted to certain transport or delivery operations. Accordingly, practice as regards the maximum weight differs considerably from one country to another and even between the industries of a given country.

For this reason, apart from the action taken at the national level by the particular trade unions, the international organisations of these unions have called on governments and on the I.L.O. to establish maxima for loads to be carried by hand. The
figures proposed have varied somewhat, ranging from the 75 kg. suggested by the International Transport Workers' Federation in 1925 to the 50 kg. suggested at the Congress of the International Union of Food and Allied Workers' Associations in 1952. The collective agreements known to the Office place the figures, as a rule, at some point between the two extremes indicated above, according to the industry and the conditions in which the work is done.

In Argentina a collective agreement dated 7 February 1947 stipulated that the maximum weight to be lifted or carried by one man should not exceed 70 kg. in the case of specified kinds of goods and 50 kg. in all other cases.

In Australia an arbitration award respecting dockers limits the maximum permissible weight that may be carried by one man to 200 pounds (about 90 kg.).

In Austria a collective agreement concluded between the pottery industry and the workers' organisations fixed at 10 kg. the maximum weight of loads that may be transported by women.

In Canada collective agreements concluded by a shipping company with several locals of a nation-wide union provide as follows: two men should not be required to pile 100-pound bags to a height exceeding 7 ft.; sacks exceeding 140 pounds (about 63 kg.) must be handled by four men; the maximum height of stacking varies with the weight; if workers are carrying long iron or steel pipes on their shoulders, two other men must be kept at the pile where they are being picked up. Another agreement states that a man may not pile freight exceeding 80 pounds (about 36 kg.) above 4 ft. 6 ins. (1.35 m.) without assistance.

In the United States certain collective agreements regarding maritime workers, dockworkers, workers in the printing trade, etc., prescribe limits to the weight for certain operations. For example, the agreement between the Maritime Association of Chicago and the International Longshoremen's Association prescribes the limits of weight for loads to be piled by two workers. These limits vary between 100 and 200 pounds (about 45 and 90 kg.) according to the height up to which the loads are to be piled. Another agreement, between the Industry Area Newsdealers Companies of New York and the Newspapers and Mail Deliverers' Union, New York, prescribes a maximum weight of 50 pounds (about 23 kg.).

In Israel by an agreement concluded between the Israel Salt Company and the workers' organisations, the weight of the sacks of salt which was previously 100 kg. was reduced, as from 1 January 1962, to 62.5 kg.

In Portugal a collective agreement dating from 1957 between the Fish Canneries Association, Setubal, and the National Union of Cannery Workers of the same region provides that women shall not carry individual loads exceeding 21 kg. Another agreement in the same industry, for the Oporto district, fixes the maximum permissible load for women at 23 kg. A collective agreement of 1952 between the employers' and workers' organisations in the pottery industry states that workers under 18 years and women shall not handle pieces exceeding 6 kg. or carry loads exceeding 10 kg. by hand or 20 kg. on the head or shoulders.

In the United Kingdom a collective agreement concluded by the General Post Office prescribes the following maxima for postmen:
Postmen on foot ........................................ 35 pounds (about 16 kg.)
Postmen on bicycle ..................................... 50 pounds (about 23 kg.)
Postmen on tricycle ................................... 70 pounds (about 32 kg.)

For young persons and women, the quantities approved for the carrying of loads on foot and on bicycle are, respectively, as follows:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>On foot (pounds)</th>
<th>On bicycle (pounds)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Young persons under 15 yrs</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>Young persons under 16 yrs</td>
<td>20</td>
<td>26</td>
</tr>
<tr>
<td>Young persons under 17 yrs</td>
<td>28</td>
<td>35-40</td>
</tr>
<tr>
<td>Women</td>
<td>28</td>
<td>40</td>
</tr>
</tbody>
</table>

As regards the other Post Office handling operations, the maximum weight for young persons between the ages of 16 and 18 is 60 pounds in the case of intermittent work and 45 pounds in the case of continuous work.

In other cases, collective agreements are recognised by the public authorities and incorporated in semi-official regulations. This is sometimes the procedure with dockers' agreements, which have been approved and incorporated in port regulations.

Thus, in *Italy* the regulations for the port of Genoa fix the maximum permissible weight which may be moved by hand at 100 kg. When coal is unloaded in skips their capacity is to correspond to a weight of 100 kg.; but when coal is loaded into a vessel for use on board, the skips must have a capacity not exceeding 40 kg. Similar rules apply in the other ports of Italy, but at Catania the capacity of skips used for unloading coal may not exceed 60 kg.

In *Turkey* regulations dating from 1948 prohibit dockers and other workers concerned with transport by sea from carrying loads in excess of 40 kg. For transport by vehicle, the maximum permissible weights are:

- Bicycle or other small vehicle ........................ 50 kg.
- Wheelbarrow ........................................... 100 kg.
- Tip-truck on rails (gradient not to exceed 10 per cent.) ............................ 300 kg.
CHAPTER II

REPORT AND CONCLUSIONS OF THE PREPARATORY TECHNICAL CONFERENCE

The Preparatory Technical Conference on the Maximum Permissible Weight to Be Carried by One Worker was held at Geneva from 25 January to 4 February 1966. It had before it two reports prepared by the Office. The first of these reports contained: a general introduction to the question; the report of a Meeting of Experts on the subject which was held at Geneva from 9 to 17 March 1964, having been convened in accordance with a decision taken by the Governing Body at its 155th (May-June 1963) Session; an outline of national law and practice; and a questionnaire. This first report was submitted to governments of States Members in advance. The second report contained an analysis of the replies from governments to the questionnaire—the object of the questionnaire being to determine the points suitable for discussion by the Preparatory Technical Conference—together with a commentary by the Office and Conclusions proposed by it as a basis for the discussion at the Preparatory Technical Conference.

The composition of the Preparatory Technical Conference was as follows: 19 countries were represented by tripartite delegations (Algeria, Argentina, Australia, Austria, Belgium, Canada, Congo (Leopoldville), Denmark, France, Federal Republic of Germany, Italy, Netherlands, Norway, Spain, Sweden, Switzerland, U.S.S.R., United Kingdom and United States); ten by Government delegates (Bulgaria, Chile, China, Czechoslovakia, Ecuador, India, Iran, Mexico, Nicaragua and the United Arab Republic); and four countries sent observers (Dominican Republic, Japan, Portugal and Rumania).

Below will be found the text, first, of the Conclusions submitted by the Office to the Preparatory Technical Conference, followed by the report of that Conference, containing a summary of its proceedings and the Conclusions it reached. At the end of the chapter there figures a declaration by the Employers’ group at the 164th Session of the Governing Body in which the Employers stated their position with regard to the Conclusions of the Preparatory Technical Conference.

Conclusions Submitted by the Office to the Preparatory Technical Conference

I. International instruments concerning the maximum permissible weight to be carried by one worker should be adopted.

2. The instruments should take the form of a Convention supplemented by a Recommendation.

**Proposed Conclusions with a View to the Adoption of a Convention**

3. For the purpose of the instrument, the term "manual transport of loads" should mean any transport in which the weight of the load is wholly borne by the worker; it should cover the lifting and putting down of loads.

4. The instrument should apply to regular manual transport of loads.

5. The instrument should apply to all branches of economic activity in respect of which the Member concerned maintains a system of labour inspection.

6. Any worker assigned to manual transport of loads should, prior to taking up these duties, receive adequate training in working techniques, with a view to safeguarding health and safety.

7. A thorough medical examination, and re-examination as necessary, for fitness for employment should be required for assignment to manual transport of loads, and should be certified in an appropriate manner.

8. (1) The maximum permissible weight to be carried by one male worker under 18 years of age should be 20 kg.

(2) The maximum permissible weight to be carried by one woman worker under 18 years of age should be 15 kg.

(3) No person under 16 years of age should be assigned to the manual transport of loads.

9. (1) The maximum permissible weight to be carried by one adult woman worker should be 20 kg.

(2) No woman should be assigned to manual transport of loads during pregnancy.

10. The maximum permissible weight to be carried by one adult male worker should be 50 kg.

11. No worker should be required or authorised to carry a load of a weight exceeding that prescribed for the work in question by any applicable health or safety regulation.

12. The competent authority should be allowed to permit exceptions to particular provisions of the instrument, after consultation with the Labour Inspectorate and with the most representative organisations of employers and workers concerned, where the circumstances of the work or the nature of the merchandise require such exceptions; it should, for every exception or category of exceptions, specify the limits of the derogation.
13. (1) The obligation to ensure compliance with the provisions of the instrument should rest on the employer.

(2) National laws or regulations should be required to specify the authority responsible for supervision of the application of the instrument.

Proposed Conclusions with a View to the Adoption of a Recommendation

I. Definition and Scope

14. For the purpose of the instrument, the term "manual transport of loads" should mean any transport in which the weight of the load is wholly borne by the worker; it should cover the lifting and putting down of loads.

15. The instrument should apply both to regular and to occasional manual transport of loads.

16. The instrument should apply to all branches of economic activity.

II. General Principle

17. No worker should be required or authorised to carry a load of a weight likely to affect his health.

III. Training

18. (1) The training to be given to workers assigned to regular manual transport of loads should include training in methods of lifting, carrying, putting down, unloading and stocking of different types of loads.

(2) Such training should, as far as possible, be given by persons or institutions approved by the competent authority.

19. Any worker occasionally assigned to manual transport of loads should be given appropriate instructions by a competent person on the manner in which such operations may be safely carried out.

IV. Medical Examinations

20. A thorough medical examination for fitness for employment should be required for assignment to manual transport of loads. The requirements for such examination should be laid down by the competent authority.

21. There should be periodic medical re-examination, at intervals to be determined by the competent authority, for fitness for employment of workers assigned to regular manual transport of loads.
22. The examinations provided for in Points 20 and 21 should be certified either by a medical certificate or by an endorsement on the work permit or in the work book. Such certification should attest fitness for employment but should not contain medical data.

23. Provision should be made for the possibility of issuing to young workers assigned to manual transport of loads—
   (a) a temporary medical certificate valid for a limited period at the expiration of which the young workers will be required to undergo re-examination;
   (b) a certificate containing limitations regarding assignment to manual transport of loads.

24. The authority responsible for supervision of the application of the provisions of the instrument should be able at all times to check the health of workers engaged in manual transport of loads, or to require medical re-examinations in exceptional cases.

V. TECHNICAL DEVICES AND PACKAGING

25. (1) In order to facilitate the lifting and putting down of manually transported loads, suitable technical devices should be used as frequently as possible.
   (2) Such devices should also be used to facilitate manual transport of loads where the ground covered by the journey has variations in level, or obliges the worker to assume awkward postures.

26. The packaging of loads which may be transported manually should be compact and should, as far as possible, be equipped with devices for holding.

27. The packaging should be of stout material which ensures the integrity and tightness of loads during handling. It should not have sharp edges, projections or other rough surfaces likely to cause injury.

VI. MAXIMUM WEIGHT

28. In establishing regulations concerning the maximum permissible weight to be carried by one worker, Members should take account of the conditions, such as climate and altitude, in which the work is to be performed.

A. Young Workers

29. The provisions of the instrument relating to young workers should apply at least to persons under 18 years of age. That age should be progressively raised with a view to making these provisions applicable to persons under 21 years of age.

30. (1) The assignment of young workers to regular manual transport of loads should be limited to the greatest possible extent, with a view to its ultimate prohibition.
(2) The assignment of young workers to occasional manual transport of loads should be limited to the greatest possible extent.

31. Where the maximum permissible weight to be carried by one young male worker is more than 20 kg., measures should be taken as speedily as possible to reduce it to that level.

32. The maximum permissible weight to be carried by one young male worker should be progressively reduced, with a view to attaining 15 kg.

33. Where the maximum permissible weight to be carried by one young woman worker is more than 15 kg., measures should be taken as speedily as possible to reduce it to that level.

34. The maximum permissible weight to be carried by one young woman worker should be progressively reduced, with a view to attaining 10 kg.

35. Where the minimum age for assignment to manual transport of loads is less than 16 years, measures should be taken as speedily as possible to raise it to that level.

36. The minimum age for assignment to manual transport of loads should be progressively raised, with a view to attaining a minimum age of 18 years.

37. Where young workers are assigned to regular manual transport of loads, provision should, where necessary, be made—

(a) to shorten the hours of work of such workers;

(b) to prohibit the assignment of such workers to particular tasks comprised in manual transport of loads which are especially arduous.

B. Women Workers

38. (1) The assignment of women workers to regular manual transport of loads should be limited to the greatest possible extent, with a view to its ultimate prohibition.

(2) The assignment of women workers to occasional manual transport of loads should be limited to the greatest possible extent.

39. Where the maximum permissible weight to be carried by one adult woman worker is more than 20 kg., measures should be taken as speedily as possible to reduce it to that level.

40. The maximum permissible weight to be carried by one adult woman worker should be progressively reduced, with a view to attaining 15 kg.

41. No woman should be assigned to manual transport of loads during pregnancy or during the ten weeks following confinement.

42. Where women workers are assigned to regular manual transport of loads, provision should, where necessary, be made—
(a) to shorten the hours of work of such workers;
(b) to prohibit the assignment of such workers to particular tasks comprised in manual transport of loads which are especially arduous.

C. Men Workers

43. Where the maximum permissible weight to be carried by one adult male worker is more than 50 kg., measures should be taken as speedily as possible to reduce it to that level.

44. The maximum permissible weight to be carried by one adult male worker should be progressively reduced, with a view to attaining 40 kg.

45. In no case should the maximum permissible weight to be carried by one adult male worker exceed 80 kg.

VII. MISCELLANEOUS PROVISIONS

46. The training or the medical examinations provided for in the instrument should not involve the worker in any expense.

47. The obligation to ensure compliance with such provisions of the instrument as parallel those to be embodied in the proposed Convention should rest on the employer; national laws or regulations should specify the persons or persons on whom the obligation to ensure compliance with other provisions rests.

48. National laws or regulations should specify the authority responsible for supervision of the application of the provisions of the instrument.

Report of the Preparatory Technical Conference

1. In accordance with the decision of the Governing Body taken at its 162nd Session (May-June 1965), the Preparatory Technical Conference on the Maximum Permissible Weight to Be Carried by One Worker met in Geneva from 25 January to 4 February 1966. Its agenda was as follows: Maximum permissible weight to be carried by one worker.

2. States Members were invited to send tripartite delegations. Twenty-nine countries were represented by 110 delegates; four countries were represented by observers. Four international governmental organisations accepted the invitation to participate in the Conference, and six international non-governmental organisations sent observers.

3. The Governing Body was represented by a delegation composed of Mr. R. Purpura, for the Government group, Mr. M. Balmaceda, for the Employers' group, and Mr. G. Weissenberg, for the Workers' group.
4. The Secretary-General, Mr. H. A. Majid, after having declared open the Preparatory Technical Conference on the Maximum Permissible Weight to Be Carried by One Worker, stressed the importance of the question under consideration. He pointed out that the manual transport of loads was one of the most common causes of occupational accidents at work and led to a great many chronic medical disorders; governments were adopting an increasing number of provisions to regulate the carrying of loads. The matter was of interest to a great many workers and had been raised several times in the Industrial Committees of the I.L.O. The Governing Body of the I.L.O. had decided to include the question of the maximum permissible weight to be carried by one worker in the agenda of the 51st Session of the International Labour Conference; the exact scope was to be determined in the light of the conclusions reached by the Preparatory Technical Conference.

5. The Conference unanimously elected as President Mr. Drachmann (Government delegate, Denmark) and, in accordance with the proposals made by the three groups, appointed as Vice-Presidents the following delegates:

- Government group: Mr. Zelený (Czechoslovakia).
- Employers' group: Mr. Viviani (Italy).
- Workers' group: Mr. Dekeyzer (Belgium).

6. The Conference took note of the following nominations made by the groups:

**Government group**:
- Chairman: Mr. Azimi (Iran).

**Employers' group**:
- Chairman: Mr. Senders (Belgium).
- Vice-Chairmen: Mr. Knack (United States); Mr. Lozano Bergua (Spain); Mr. Mason (Australia).
- Secretary: Mr. Dudley-Martin (International Organisation of Employers).

**Workers' group**:
- Chairman: Mr. O’Leary (United Kingdom).
- Secretary: Mr. Zofka (International Transport Workers' Federation).

7. The Conference adopted its Standing Orders based on the Model Standing Orders for Tripartite Technical Conferences adopted by the Governing Body at its 95th Session (June 1945) and slightly amended at its 124th Session (March 1954), and similar to the Standing Orders adopted by earlier Preparatory Technical Conferences. It appointed a Steering Committee composed of the President of the Conference, the three Vice-Presidents and the representatives of the Governing Body as ex officio members, and four members proposed by each of the three groups, together with several deputy members. Mr. Drachmann was elected Chairman of the Steering Committee.

8. The Conference had before it two reports prepared by the Office. Report I contained an analysis of the problem, the Report of the Meeting of Experts on the
Maximum Permissible Weight to Be Carried by One Worker, which had been convened by the Governing Body in 1964, an outline of national law and practice, and a questionnaire on the points proposed for discussion. Report II contained replies of governments to the questionnaire and their comments, and an analysis of their replies and the Proposed Conclusions. The Conference also had before it for consideration a document containing the replies from some other governments, which it had not been possible to include in Report II.

General Discussion

9. During the general discussion, the views expressed by the various speakers emphasised the many aspects of the problem. Some speakers stressed that the manual carrying of loads was a particularly arduous form of work and mentioned the risks of fatigue, accident and physical deterioration involved. They also pointed out that those risks led to economic losses and had considerable social repercussions. It was therefore desirable to introduce standardisation at the international level in order to make sure that such work was carried out in safe conditions. Some other speakers stressed the great difficulty of defining the principle of maximum weight because of the many factors involved, such as climate, geographical situation of countries, differences in physical constitution, and the diversity of industries and of the conditions governing the manual transport of loads. It therefore seemed impossible to fix a maximum weight which would at the same time take all those factors into account and be universally applicable in all countries and in all circumstances.

10. Lengthy discussions took place as to whether the various points in the Conclusions submitted by the Office should be considered with a view to recommending the adoption of a Convention, supplemented by a Recommendation or not, or whether those points should be considered only with a view to adopting a Recommendation. The Workers' members of the Conference, and some Government members, stressed the advantages to be gained by adopting a Convention, which would permit uniform standards concerning maximum weight to be applied in all countries and enable the health and safety of workers to be more effectively safeguarded. The Employers' members, and some Government members, held that it was impossible in practice to implement rigid standards in this field, owing to the wide variety of conditions obtaining in different countries and to certain features peculiar to the manual transport of loads; they argued that it would be more realistic for the Conference to confine itself to considering the adoption of a Recommendation. One speaker considered that the subject lent itself only to a detailed study of the various factors involved in the manual transport of loads, and that the conclusions of the Conference should take the form of a memorandum in which an attempt would be made to define the standards for solving this problem which occurs in different forms in the various countries of the world.

11. The various points which could be the subject of an international instrument were also raised during the discussions. Thus, the use of suitable mechanical devices
to assist in the lifting, carrying and setting down of loads was considered desirable by several speakers, in cases where it could reduce certain risks for the workers and in so far as economic considerations permitted. Other speakers felt that the mechanisation of load-carrying should be an objective to be striven for energetically in order to make such work less exhausting and safer.

12. The medical examination of workers assigned to the manual transport of loads was considered useful for workers required to carry particularly heavy loads. Some speakers considered that such examinations should be repeated regularly to ensure the early diagnosis of disorders that might later cause serious physical disabilities; others did not regard regular examination as essential except where the examining doctor considered it necessary.

13. In regard to training for load-carrying, a number of speakers considered that it was appropriate only for workers engaged in regular manual transport of loads. Some speakers thought that it could be given in different ways, depending on local conditions, and could consist either of training given on the spot or of personal instruction given to the workers in the particular methods to be used according to the type of transport in which they were engaged. Others thought that it would be made more specific and be provided by persons or institutions approved by the competent authorities.

Examination of the Conclusions Submitted by the Office

14. Concerning the various Points in the Conclusions contained in Report II prepared by the Office, the Conference considered that it was preferable not to decide immediately on the form to be given to those Conclusions, but to examine certain Points with a view to finding some common ground.

Definition (Point 3)

15. Point 3 of the Conclusions submitted by the Office defined the term "manual transport of loads" as meaning any transport in which the weight of the load is wholly borne by the worker and stated that the term should also include the lifting and putting down of loads. An amendment aimed at introducing a definition of the word "load", as including the total of goods and packaging materials as well as all the harness and equipment worn by the worker in order to make his task easier, was rejected after discussion by 41 votes to 11, with 3 abstentions. Point 3 was then adopted by 53 votes to none, with 2 abstentions.

Scope (Point 4)

16. Point 4 of the Conclusions submitted by the Office specified that the instrument should apply to the regular manual transport of loads. Several amendments were submitted on this wording, some being to delete the word "regular", others to define it. A long discussion took place on the advisability of deleting the word "regular". Several speakers pointed out that the deletion of this word would render
the provisions of Points 6 and 7 virtually inapplicable (these referred to training and medical examinations). There was a lengthy exchange of views on the definition of the word "regular", which highlighted the difficulty of finding a satisfactory definition. During discussion on the question of scope, various speakers returned to the question of the form of the instrument. Some speakers criticised the definition given as being too vague for use in a Convention.

**FORM OF INSTRUMENTS (POINTS 1 AND 2)**

17. In order to accelerate the work of the Conference, the Chairmen of the Employers' and Workers' groups asked for the Conference's permission to re-examine within their groups Points on which their opinions differed, with a view to finding common ground and facilitating the discussion on the nature of the instruments and on other Points of the Conclusions submitted by the Office. Following re-examination, two amendments were submitted, one by the Employers' group and the other by the Workers' group, both of which dealt with Point 2 and defined the character of the instruments to be examined and specified their contents.

18. The amendment submitted by the Employers' members aimed at giving the Conclusions of the Conference the form of a Recommendation setting forth general principles concerning: (1) the prohibition of load-carrying involving weights likely to affect the worker's health or safety; (2) the maximum possible use of suitable technical devices designed to facilitate the lifting and putting down of manually transported loads; (3) due regard to the conditions in which work is performed, in establishing regulations concerning the maximum permissible weight to be carried by one worker; (4) the greatest possible limitation of the assignment of young persons and women workers to the transport of loads; and (5) the obligation to give personal instruction in specific working techniques to workers assigned to regular manual transport of loads.

19. The amendment submitted by the Workers' group proposed that the Conference should give the Conclusions the form of a Convention supplemented by a Recommendation. The Convention was to embody the following principles: (1) an active policy designed to prohibit the manual transport of loads, the weight of which was likely to affect the health and safety of the workers; (2) definition of the term "manual transport of loads" as adopted by the Conference; (3) the greatest possible use of suitable technical devices designed to facilitate the carrying, lifting and putting down of loads; (4) the need to take into account in the application of the Convention the conditions in which the work is to be performed; (5) the limitation of the assignment of young people and women to load-carrying and the establishment of maximum loads applicable to these categories substantially lower than those for adult male workers; (6) the obligation to give adequate training to every worker assigned to regular manual transport of loads; (7) the obligation for every member State to institute measures aimed at attaining the objective specified under (1) above, and to specify them in consultation with the organisations of the workers and employers.
concerned. The Convention was to be supplemented by a Recommendation containing detailed provisions directed towards safeguarding the health and safety of persons engaged in the manual transport of loads.

20. A number of speakers took part in the discussion of these two amendments; they stated that there was no great difference in the principles set forth, but that the difference lay in the form which the instrument was to take. In view of their importance for the course of further discussion, the President asked the Conference to vote on the order in which the two amendments were to be discussed. The Conference decided by 35 votes to 19, with 4 abstentions, to discuss the amendment submitted by the Workers' group. The President suggested that this document be discussed paragraph by paragraph.

Examination of the Conclusions with a View to the Adoption of a Convention

21. A long discussion took place on the preamble, which dealt with the form of the Conclusions, stating that they should take the form of a Convention. Objections were again expressed as to the advisability of adopting a Convention, the contents of which consisted of a statement of principles. Some speakers thought that a Convention, because it was to be incorporated in national legislation, should lay down precise standards. Other speakers pointed out that the Convention was to be supplemented by a Recommendation and that member States would find it possible to apply the principles set forth in the Convention by drawing on the provisions included in the Recommendation. It was stated that the various points in the amendment then before the Conference replaced Points 3 to 13 of the Conclusions submitted by the Office. After a long discussion the preamble of the amendment, which stated that the instrument should take the form of a Convention, was adopted by a record vote, by 33 votes to 23, with 6 abstentions.

22. Before proceeding to the discussion of the paragraphs of the amendment submitted by the Workers' group, the President asked that any subamendments should be submitted in writing so that all delegates would have the possibility of studying them. Subamendments were submitted by the Government delegates of the Netherlands, the United States and Sweden. After a short adjournment, the Chairmen of the Employers' and Workers' groups asked that an ad hoc Working Party should be set up whose job it would be to subamend the amendments before the Conference in accordance with the proposals which had been submitted. It was decided that such a Working Party should be composed of the President, the three Vice-Presidents, the three Government delegates who had handed in subamendments, three members from the Employers' group and three members from the Workers' group.

23. The Working Party submitted to the Conference a document which contained the draft Conclusions with a view to the adoption of a Convention which resulted from the study of the subamendments. The President said that paragraphs 2 and 4 of the original amendment had not been changed, but were simply numbered paragraphs 2 and 5 of the document under consideration; however, some changes had
been made in other paragraphs of the original amendment and that these changes could be seen in paragraphs 1, 3, 4, 6, 7 and 8 of the new document which was then before the Conference. The President stated that this document had been adopted unanimously by the Working Party. This document was then discussed paragraph by paragraph.

24. In the first paragraph of the Working Party’s document reference was made to the general principle that no worker should be required or authorised to engage in the transport of loads the weight of which might jeopardise his health or safety. This corresponded to Point 17 of the Conclusions submitted by the Office. It had been suggested, in a subamendment, to insert the words “or permitted” after the words “required or authorised”. Its purpose was to suggest that, in cases where workers did not respect the maximum limit of weight laid down, employers should not permit or tolerate such infringements. There was a short discussion on this proposal. It was decided to retain this suggestion and to refer it to the Drafting Committee.¹

25. Paragraph 2 of the document which dealt with the definition of the manual transport of loads was identical to Point 3 of the Conclusions submitted by the Office, which had already been adopted.

26. Paragraph 3 of the document dealt with the definition of the regular manual transport of loads, partly taken from the questionnaire prepared by the Office.

27. Paragraph 4 corresponded to Point 25 (1) of the Conclusions submitted by the Office which proposed that suitable technical devices should be used as frequently as possible.

28. Paragraph 5 provided that in the application of the instrument member States should take account of the conditions in which work is to be performed.

29. Paragraph 6 of the document concerned limitation of the assignment of young workers and women to regular manual transport of loads other than light loads. Without specifying any maximum weight it provided that the maximum loads should be substantially lower than those for loads carried by men workers. This paragraph replaced Point 8 (1) and (2) and Point 9 (1) of the Conclusions submitted by the Office.

30. Paragraph 7 of the document dealt with adequate training to be provided for any worker assigned to regular manual transport of loads other than light loads. This paragraph was taken from Point 6 of the Conclusions submitted by the Office but made it applicable only to regular transport of loads other than light loads.

31. Paragraphs 1 to 7 raised no comment from the Conference.

32. Paragraph 8 dealt with the methods by which member States should give effect to the provisions of the instrument in consultation with the most representative

¹ See para. 36.
organisations of employers and workers. A subamendment was submitted suggesting the insertion of the words "where possible" after the words "organisations of employers and workers". This was referred to the Drafting Committee.\(^1\)

33. The President recalled that the Conference had decided to adopt a Convention setting forth certain principles and that these principles were now stated in the document under consideration. If the eight paragraphs of that text were adopted by the Conference, they would entirely replace Points 3 to 13 of the Conclusions with a view to the adoption of a Convention, submitted by the Office. Any further amendments to those Points were therefore inapplicable. It was stated on behalf of the Employers' group that the members of the group were prepared to vote for those principles as such but if they were to be included in a Convention the Employers' group would have to abstain from voting. A record vote on the entire document resulted in its adoption by 38 votes to none, with 18 abstentions.

Adoption of Points 1 and 2 of the Conclusions Submitted by the Office

\section*{POINT 1}

34. The President put to the vote Point 1 of the Conclusions submitted by the Office which concerned the decision of the Conference to adopt international instruments concerning the maximum permissible weight to be carried by one worker. The spokesman of the Employers' group explained that, as his group wanted only one instrument, the Employers' delegates would be obliged to abstain from voting. Point 1 of the Conclusions submitted by the Office was then adopted by 38 votes to none, with 18 abstentions.

\section*{POINT 2}

35. The President put to the vote Point 2 which dealt with the decision of the Conference to adopt a Convention supplemented by a Recommendation. This Point was adopted by 46 votes to 14, with 7 abstentions.

Appointment of the Drafting Committee and of the Reporter

36. On the proposal of the groups the Conference decided that the Drafting Committee should be constituted as follows: Mr. R. Vayssières (Government delegate, France); Mr. Miller (Employers' delegate, United Kingdom); Mr. Seidman (Workers' delegate, United States).

37. On the suggestion of the Government delegate of Algeria, Mr. Blanco Melo (Government delegate, Mexico) was appointed Reporter.

Examination of the Conclusions with a View to the Adoption of a Recommendation

38. The Conference decided to set up an ad hoc Working Party of four members from each group whose task it would be to examine the various amendments sub-

\(^1\) See para. 36.
mitted to Points 15 to 48 of the Conclusions submitted by the Office and to submit to the Conference an amended text in which the suggestions contained in these amendments were taken into account as far as possible. The President recapitulated the amendments submitted in order to establish which had been seconded, so that they could then be referred to the Working Party for consideration.

I. DEFINITION AND SCOPE

39. Point 14 of the Conclusions submitted by the Office, which dealt with the definition of "manual transport of loads" was reproduced as it stood by the Working Party. It was adopted without discussion.

40. After the Point mentioned above, the Working Party proposed the insertion of a definition of "regular manual transport of loads". Members of the Working Party thought it might be useful for the draft instrument to contain some indication of how the term should be defined. The Working Party's text was adopted without comment.

41. Point 15 of the Conclusions submitted by the Office dealt with the scope of the instrument. It was reproduced as it stood by the Working Party. Several speakers pointed out in the discussion that it was asking too much that the instrument should apply indiscriminately to any manual transport of loads but that it ought to apply to heavy loads. The Conference adopted the text but asked the Drafting Committee to find a form of words suggesting that the instrument should apply to the regular and occasional manual transport of loads "other than light loads".

42. Point 16 of the Conclusions submitted by the Office specified that the instrument should apply to all branches of economic activity. This Point was included as it stood by the Working Party in the document before the Conference. It was adopted unamended.

II. GENERAL PRINCIPLE

43. Point 17 of the Conclusions submitted by the Office specified that no worker should be required or authorised to carry a load of a weight likely to affect his health. This Point was included as it stood by the Working Party and submitted to the Conference. In a subamendment it was proposed that no worker should be permitted to transport a load exceeding limits laid down. The Conference adopted this text and asked the Drafting Committee to find a form of words including this proposal.

III. TRAINING AND INSTRUCTION

44. Point 18 of the Conclusions submitted by the Office read as follows:

(1) The training to be given to workers assigned to regular manual transport of loads should include training in methods of lifting, carrying, putting down, unloading and stacking of different types of loads.
(2) Such training should, as far as possible, be given by persons or institutions approved by the competent authority.

Although agreeing with the basic provisions in these two paragraphs, the Working Party decided to take account of proposals contained in amendments. It decided to rearrange the sequence of the ideas as follows: paragraph (1) would state the general principle that any worker assigned to regular manual transport of loads should, prior to taking up his duties, receive adequate training in working techniques, with a view to safeguarding health and safety; paragraph (2) would consist of two parts, the first dealing with the type of training to be given, and the second specifying the persons or institutions qualified to provide it.

45. The President pointed out that the first paragraph and the first part of the second dealt with regular manual transport of loads and that they should therefore be combined in a single paragraph. It was noted that different types of training for carrying loads were possible and that for certain types of work detailed instruction in specific working techniques or methods might be indicated. It was proposed to insert in the first paragraph "or instruction" after the word "training". It was decided to refer this question to the Drafting Committee.

46. The Workers' members of the Working Party made a strong request that the definition of persons or institutions qualified to provide such training should include workers' and employers' organisations. The Conference referred the matter to the Drafting Committee and asked it to consider the possibility of including this provision in the final text.

47. Point 19 of the Conclusions submitted by the Office provided that any worker occasionally assigned to manual transport of loads should be given appropriate instructions by a competent person on the manner in which such operations might be safely carried out. The Working Party had left this Point as it stood, and the Conference adopted it without discussion.

IV. MEDICAL EXAMINATIONS

48. Point 20 of the Conclusions submitted by the Office provided that "a thorough medical examination for fitness for employment should be required for assignment to manual transport of loads. The requirements for such examination should be laid down by the competent authority." The Working Party considered that it was hard to define the meaning of "thorough" as applied to medical examination and that a term as vague as that was best avoided. It believed that a medical examination for fitness for employment was useful, or even necessary, for workers assigned to regular manual transport of loads but that it was not practical to make it compulsory for those assigned only occasionally to such work. The Working Party decided to deal separately with the need for medical examinations and the regulations concerning them. It therefore proposed that the paragraph should specify that a medical examination for fitness for employment should be required before assignment to regular
manual transport of loads. Doubts were expressed in the discussion as to whether such examination did in fact serve any purpose or could be effectively carried out. The Government delegate of the United Kingdom submitted a subamendment adding the words "as far as practicable and appropriate". He explained that this was motivated by the shortage of medical practitioners in some countries. This proposal was adopted by 27 votes to 24, with 3 abstentions. The Point as amended was then adopted.

49. Point 21 of the Conclusions submitted by the Office dealt with periodic medical re-examination at intervals to be determined by the competent authority, with a view to establishing fitness for employment of workers assigned to regular manual transport of loads. Some delegates had reserved their position on this Point in the general discussion, and the Working Party had decided to adhere to the proposal of medical re-examination but not to make it compulsory. It had decided to deal with the regulations concerning these examinations in a separate paragraph, providing that they should be worked out by the competent authority after consultation with the workers' and employers' organisations concerned.

50. The Workers' members pointed out that the paragraph dealing with examination of workers at the time of engagement and the paragraph which was being discussed did not specify details for such medical examinations and that it would be useful to include a reference to the relevant provisions in other international instruments of the I.L.O., in particular the Medical Examination of Young Persons (Industry) Convention, 1946, the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946, the Medical Examination of Young Persons Recommendation, 1946, and the Occupational Health Services Recommendation, 1959. Other members supported this suggestion and it was decided to refer to this in the report. The Conference adopted the Point in the form submitted by the Working Party.

51. Point 22 of the Conclusions submitted by the Office dealt with the way in which the results of medical examinations should be certified and specified that such certification should attest fitness for employment but should not contain medical data. The Working Party decided in favour of a text based on Point 22 but omitting the reference to the form of certification of the results of the medical examinations. The Conference adopted the text in this form.

52. Points 23 and 24 of the Conclusions submitted by the Office dealt with temporary medical certificates and certificates containing limitations regarding assignment of young workers to manual transport of loads. It was specified also, in these Points, that the authority responsible for supervision of the application of the provisions of the instrument should be able at all times to check the health of workers engaged in manual transport of loads or to require medical re-examination in exceptional cases. The Working Party did not deem it necessary to incorporate these two Points at this stage in the text submitted to the Conference.
V. TECHNICAL DEVICES AND PACKAGING

53. Point 25 (1) of the Conclusions submitted by the Office dealt with the use in all possible instances of suitable technical devices to facilitate the lifting and putting down of manually transported loads. The Working Party decided to leave it unchanged. Point 25 (2) referred to the use of such devices to facilitate manual transport of loads where the ground covered by the journey had variations in level or obliged the worker to assume awkward postures. The Working Party decided not to include it. Point 25 (1) was adopted by the Conference.

54. Points 26 and 27 of the Conclusions submitted by the Office dealt respectively with the shape of loads and the devices for holding them, as well as with the packaging material. The Working Party decided to combine these two Points in one which was based on the Office text and covered the two aspects referred to. It decided further to specify in another Point that workers engaged in manual transport of loads should be supplied with such suitable devices and equipment as might be necessary to protect them and ensure their health and safety.

55. It was proposed to add the words "or accidents" at the end of the phrase in the first of these Points stating that packaging of loads should be designed in such a way as to avoid injury. This matter was referred to the Drafting Committee and the Point was adopted.

56. The Working Party discussed at length, in respect of the second of these Points, to what extent the instrument should specify technical devices, equipment, clothing and installations designed to make work safer and diminish health risks. It was decided to retain the reference to the use of suitable devices and equipment necessary to protect workers and ensure their health and safety. A subamendment suggested inserting the words "collective or individual" before the word "devices". It was rejected by 49 votes to 3, with 7 abstentions. The Point was then adopted in its original form.

57. Following the discussions on packaging it was suggested that the I.L.O. should consult the International Standards Organisation as regards laying down standards so that, wherever possible, goods could be standardised by weight, type of packaging and materials suitable for facilitating transport and handling.

58. Arising out of a suggestion by the Workers' members, the Conference considered whether the Office should prepare a publication which might take the form of a manual or a code of practice dealing with methods and devices designed to render manual transport of loads easier and safer, as well as to safeguard workers' health.

VI. MAXIMUM WEIGHT

59. Point 28 of the Conclusions submitted by the Office stated that, in establishing regulations concerning the maximum permissible weight to be carried by one worker,
Members should take account of the conditions, such as climate and altitude, in which the work is to be performed. Although it retained the contents of this Point, the Working Party decided to divide it into two parts, one concerning environmental conditions which should be taken into account, the other stating that "Members should also take account of other conditions which may influence the health and safety of the worker". The text of these two paragraphs was adopted in the form drafted by the Working Party.

60. The Working Party had decided, further, to add a paragraph stating the general principle that the exertion required of workers manually transporting loads in a working day or shift should not be likely to jeopardise the health or safety of such workers. This Point was adopted without comment or modification.

61. The Working Party had discussed at length whether it was appropriate to specify maximum permissible weights for the various categories of workers in accordance with the relevant Points in the Conclusions submitted by the Office. In the light of the objections raised in this connection in the general discussion, as well as in view of the many amendments submitted, the Working Party considered that it was difficult to make concrete proposals on so controversial a question. It considered however, that whereas for young workers and women very many factors had to be taken into account which it was difficult to bring under a common denominator, this question could be discussed without such difficulty in the case of adult male workers. The Working Party considered that, if agreement could be reached on specifying a maximum weight for men, this would provide a useful standard of reference for determining maximum weights for women and young workers. It therefore decided to concentrate first on trying to reach agreement on the maximum permissible weight to be carried by an adult male worker.

A. Men Workers

62. Point 43 of the Conclusions submitted by the Office specified that "where the maximum permissible weight to be carried by one adult male worker is more than 50 kg. measures should be taken as speedily as possible to reduce it to that level ". After a full discussion of this Point, the Working Party decided to adopt the wording submitted by the Office and to submit it to the Conference.

63. When the Conference discussed this Point, an amendment was submitted which sought to substitute a text which suggested leaving it to each member State to determine the maximum permissible weight, in the light of the purposes of the instrument and the relevant conditions applying in the country concerned. A record vote was taken, and the amendment was rejected by 32 votes to 19, with 12 abstentions. Another amendment which proposed substituting the word "practicable" for the word "possible" was also rejected by 34 votes to 12, with 14 abstentions. The text was then adopted in the form originally proposed.
B. Young Workers

64. Point 29 of the Conclusions submitted by the Office specified that the provisions of the instrument relating to young workers should apply at least to persons under 18 years of age, and that that age should be progressively raised with a view to making these provisions applicable to persons under 21. The text submitted by the Working Party comprised the first part of this Point and specified that the provisions of the instrument should apply to persons under 18. This text was adopted as it stood.

65. Point 30 of the Office text was divided into two paragraphs, the first of which concerned limitation of the assignment of young workers to regular manual transport of loads, with the final purpose of prohibiting such assignment. The second part limited the assignment of young workers to occasional manual transport of loads. The Working Party maintained the first part of paragraph (1) and submitted to the Conference a text specifying that the assignment of young workers to regular manual transport of loads should be limited to the greatest possible extent. This text was adopted unchanged.

66. Points 31 and 32 of the Conclusions submitted by the Office specified that the maximum permissible weight to be carried by one young male worker should be limited to 20 kg. and provided that the aim should be to lower this maximum progressively to 15 kg.

67. Points 33 and 34 of the Conclusions submitted by the Office related to the maximum permissible weight to be carried by a young woman worker and specified that it should not exceed 15 kg., the ultimate objective being a maximum of 10 kg.

68. The Working Party considered that it was unable to submit a precise proposal with regard to the maximum weight of loads to be carried by young workers, but that this question could be settled in practice by referring to the maximum already adopted for adult workers. It consequently decided to submit to the Conference a text indicating that "maximum loads required of young persons should be of a substantially lesser weight than those assigned to adult male workers". The Conference adopted this text without amendment.

69. Point 35 of the Conclusions submitted by the Office specified that the minimum age for assignment to manual transport of loads should not be less than 16 years, and that measures should be taken as speedily as possible to raise it to that level. The Working Party had incorporated the Office proposals in its text submitted to the Conference. In the course of the discussion, an amendment providing for the insertion of the word "regular" before the words "manual transport" was rejected by 29 votes to 15, with 10 abstentions. The text was thereupon adopted without amendment.

70. Point 36 indicated that the minimum age for assignment to manual transport of loads should be progressively raised, with a view to attaining a minimum of
18 years. That text, with a minor amendment, was submitted to the Conference by the Working Group and was adopted.

71. Point 37 related to the steps to be taken “where necessary” to shorten the working hours devoted to manual transport of loads and to prohibit the assignment of young workers to particularly arduous load-carrying tasks. That text was submitted to the Conference without any amendment. During the discussion, the Workers’ members pointed out that special provisions were always required in the case of especially arduous load-carrying tasks, whereas, in so far as the limitation of working hours was concerned, such provisions might be applied only in special circumstances. They submitted an amendment providing for the deletion of “where necessary” in the introductory part and the insertion of “where appropriate” after “reduce” in clause (a). This amendment was adopted by 45 votes to 3, with 3 abstentions. The text as thus amended was then adopted.

C. Women Workers

72. Point 38 of the Conclusions submitted by the Office was concerned with limiting the assignment of women workers, on the one hand, to regular manual transport of loads, with a view to its ultimate prohibition, and on the other hand to occasional manual transport of loads. The Working Party had felt it appropriate to take these concepts into account, but without prohibiting the assignment of women workers to regular manual transport of loads. It accordingly proposed that the Conference should consider a text providing that the assignment of women to manual transport of loads should be limited. This text was adopted by the Conference.

73. Points 39 and 40 related to the maximum permissible weight of loads to be carried by an adult woman worker, which was set at 20 kg., with the ultimate aim of reducing it to 15 kg. Having regard to the considerations which it had expressed during the discussion on the determination of the maximum permissible weight for adult male and young workers, the Working Party had felt unable to specify a maximum weight, and considered once again that a reference to the maximum weight adopted for an adult male worker could be used as a relevant norm in determining the weight limits applicable to women workers. The text submitted by the Working Party indicated that the maximum loads required of women should be of a substantially lesser weight than those carried by adult male workers. That text was adopted by the Conference without amendment.

74. Point 41 was designed to prohibit the assignment of women to manual transport of loads during pregnancy or during the ten weeks following confinement. The Working Party had held a protracted discussion on this paragraph in the light of the amendments submitted. It believed it would be appropriate to refer in that respect to the relevant provisions of the Maternity Protection Convention and Recommendation, 1952, and to indicate that, over and above those provisions, no women known to be pregnant or in the post-confinement period should be assigned to the manual transport of loads during the last three months of pregnancy or the first six
weeks after confinement. It added a provision that further periods of restriction might be imposed as necessary on medical advice.

75. The resulting text was submitted to the Conference, where several members stated that it was unsatisfactory and that the limitations laid down in it were too flexible. In particular its terms appeared to allow a woman worker to be assigned to the manual transport of loads during a considerable portion of her pregnancy, without any limitations on working hours or weight carried. It was noted that various national legislative provisions were more advanced in that respect, and the Government members of the U.S.S.R., Italy, Mexico, Algeria, Bulgaria and the Congo (Leopoldville) declared that their Governments could not accept so imprecise a wording, and reserved the right to revert to the matter when the question was discussed at the International Labour Conference. The U.S.S.R. Government delegate proposed the reconsideration of an amendment submitted by the Government delegate of Algeria, aimed at prohibiting the assignment to the manual transport of loads of women whose pregnancy had been medically established. That text, slightly amended and incorporated in Point 41 of the Conclusions submitted by the Office, was adopted by 33 votes to 13, with 13 abstentions.

76. Point 42 of the Conclusions submitted by the Office related to the limitation of working hours and of assignment to especially arduous load-carrying tasks. The Working Party had decided to submit that text to the Conference with minor drafting changes. The text of Point 42 as thus amended was adopted by the Conference.

VII. MISCELLANEOUS PROVISIONS

77. Point 46 of the Conclusions submitted by the Office specified that the training and the medical examinations provided for in the instrument should not involve the worker in any expense. That text was retained by the Working Party with minor modifications, and the Conference adopted it without comment.

78. The Working Party had discussed at length an amendment submitted by the Workers' delegate of the Congo (Leopoldville) to broaden the scope of the provisions of the instrument to include cases in which the method of transport consisted in pulling or pushing loads, the weight of which was entirely borne by the worker. The Working Party noted that the introduction of a provision to that effect in the instrument before the Conference would have led to certain difficulties affecting the wording of the paragraphs concerning definition and scope. Nevertheless, allowing for the fact that such methods are used for the manual transport of loads in certain countries, it decided to submit to the Conference a text indicating that, where methods of transportation of goods by pulling and pushing are prevalent in which the strain of the load is wholly borne by the worker, the competent authority should give consideration to the application to such work of such provisions of the instrument as may be appropriate. A subamendment submitted to the Conference by the Government delegate of Iran, providing for the deletion of the words "in which the strain of the
load is wholly borne by the worker", was adopted by 32 votes to 20, with 4 abstentions. The text as thus amended was adopted by 27 votes to 23, with 6 abstentions. The final wording of the text, however, was left to the Drafting Committee. The latter, together with the President of the Conference, then studied the manner in which the concept embodied in the amendment could most appropriately be expressed, and submitted a revised text.

79. Points 47 and 48 of the Conclusions submitted by the Office dealt with the persons responsible for implementing the provisions of the instrument and provided that the national laws or regulations should specify on the one hand the person or persons on whom the obligation to ensure compliance with certain provisions rests, and on the other hand the authorities responsible for supervising the application of the provisions of the instruments. The Working Party decided to draft a new text containing the essential elements of those paragraphs, and submitted two paragraphs to the Conference, one of which stated that each Member should, by laws or regulations or any other method consistent with national conditions, and in consultation with the most representative organisations of employers and workers concerned, take such steps as might be necessary to give effect to the provisions of this instrument; the other indicated that each Member should, by such methods and to such extent as may be appropriate under national conditions, specify the person or persons on whom the obligation rested for compliance with the provisions of the instrument, as well as the authority responsible for the supervision of its application. Both paragraphs were adopted by the Conference without amendment.

80. Point 12 of the Conclusions submitted by the Office was concerned with the exceptions to the application of particular provisions of the instrument which the competent authority should be allowed to permit after consultation with the most representative organisations of employers and workers concerned, where the circumstances of the work or the nature of the goods required such exceptions. It provided that the competent authority should specify the limits of the derogation for every exception or category of exceptions. The Working Party decided to submit the text to the Conference with slight drafting changes. That text was adopted by the Conference without comment.

81. The Conference referred the texts it had adopted to the Drafting Committee so that they might be put into their final form. The Drafting Committee decided to group together under the heading "Other Measures to Protect Safety and Health" certain provisions relating more especially to that subject.

Adoption of the Report

82. At its last plenary sitting the Conference examined the draft report and the Proposed Conclusions. Mr. Blanco Melo, the Reporter, said that the report allowed for the opinions expressed within the Working Party set up by the Conference. The President noted certain amendments in the wording. The Conference then unanimously adopted the report.
Adoption of the Conclusions with a View to the Adoption of a Convention

83. The President submitted to the Conference the Proposed Conclusions with a view to the adoption of a Convention (Points 3 to 10 of the Proposed Conclusions). The spokesman for the Employers' group said that the Employers' members agreed with the principles stated in the text under consideration but that they could not subscribe to the form of a Convention: they would accordingly vote against the text. The spokesman for the Workers' group said that his group agreed with the principles and would vote in favour of a Convention. The President put the Proposed Conclusions with a view to the adoption of a Convention to the vote and they were adopted by 35 votes to 17, with 8 abstentions.

Adoption of the Proposed Conclusions with a View to the Adoption of a Recommendation

84. The President pointed out to the Conference that Points 36 and 37 had been regrouped under the heading: "VII. Other Measures to Protect Health and Safety." He also said that the text of Point 40 had been drawn up by the Drafting Committee in the light of the observations made by the Conference and the scope of other provisions. The spokesmen for the Employers' and Workers' groups expressed their agreement with the wording of Point 40. Mr. Azimi, Chairman of the Government group, said that he had no objection to the proposed text.

85. The spokesman for the Employers' group stated that, although his group agreed with most of the Points under consideration, it regarded certain of them as less acceptable. Consequently, and in order to reserve the Employers' position at the 51st Session of the International Labour Conference in 1967, his group would abstain in the vote. The President put the Proposed Conclusions with a view to the adoption of a Recommendation (Points 11 to 43) to the vote and they were adopted by 38 to none, with 22 abstentions.

86. The Conference then unanimously adopted Points 1 and 2 of the Proposed Conclusions and noted that the texts concerning the maximum permissible weight to be carried by one worker will serve as the basis for draft international instruments to be examined by the International Labour Conference at its 51st Session in 1967.


G. DRACHMANN,
President.

H. BLANCO MELO,
Reporter.

Conclusions of the Preparatory Technical Conference

1. International instruments concerning the maximum permissible weight to be carried by one worker should be adopted.
2. The instruments should take the form of a Convention supplemented by a Recommendation.

Conclusions with a View to the Adoption of a Convention

3. For the purpose of the instrument, the term “manual transport of loads” should mean any transport in which the weight of the load is wholly borne by the worker; it should cover the lifting and putting down of loads.

4. For the purpose of the instrument, the term “regular manual transport of loads” should mean any activity which is continuously or principally devoted to the manual transport of loads, or which normally includes the manual transport of loads, even intermittently.

5. No worker should be required, authorised or permitted to engage in the manual transport of a load which by reason of its weight is likely to jeopardise his health or safety.

6. In order to reduce or facilitate the lifting, carrying and putting down of manually transported loads, suitable technical devices should be used as much as possible.

7. In the application of the instrument, Members should take account of the conditions, such as climate, altitude and topography, in which the work is to be performed.

8. The assignment of young persons and women to regular manual transport of loads other than light loads should be limited. Maximum loads required of young persons and women should be of a substantially lesser weight than those assigned to adult male workers.

9. Each Member should take appropriate steps to ensure that any worker assigned to regular manual transport of loads other than light loads shall, prior to taking up these duties, receive adequate training in working techniques, with a view to safeguarding health and preventing accidents.

10. Each Member should, by laws or regulations or any other method consistent with national practice and conditions, and in consultation with the most representative organisations of employers and workers concerned, take such steps as may be necessary to give effect to the provisions of the instrument.

Conclusions with a View to the Adoption of a Recommendation

I. Definition and Scope

11. For the purpose of the instrument, the term “manual transport of loads” should mean any transport in which the weight of the load is wholly borne by the worker; it should cover the lifting and putting down of loads.
12. For the purpose of the instrument, the term "regular manual transport of loads" should mean any activity which is continuously or principally devoted to the manual transport of loads, or which normally includes the manual transport of loads, even intermittently.

13. Except as otherwise provided in the text, the instrument should apply both to regular and to occasional manual transport of loads other than light loads.

14. The instrument should apply to all branches of economic activity.

II. GENERAL PRINCIPLE

15. No worker should be required, authorised or permitted to engage in the manual transport of a load which by reason of its weight is likely to jeopardise his health or safety.

III. TRAINING AND INSTRUCTIONS

16. (1) Any worker assigned to regular manual transport of loads should, prior to taking up his duties, receive adequate training or instruction in working techniques, with a view to safeguarding health and preventing accidents.

   (2) Such training or instruction should include methods of lifting, carrying, putting down, unloading and stacking of different types of loads, and should be given by suitably qualified persons; wherever appropriate, recourse could be had to persons or institutions approved by the competent authority after consultation with the most representative organisations of employers and workers concerned.

17. Any worker occasionally assigned to manual transport of loads should be given appropriate instructions by a competent person on the manner in which such operations may be safely carried out.

IV. MEDICAL EXAMINATIONS

18. A medical examination for fitness for employment should be required before assignment to regular manual transport of loads, as far as practicable and appropriate.

19. Further medical examinations should be made from time to time as necessary.

20. Regulations concerning the examinations provided for in Points 18 and 19 should be determined by the competent authority after consultation with the most representative organisations of employers and workers concerned.

21. The examination provided for in Point 18 should be certified. Such certification should attest fitness for employment but should not contain medical data.

V. TECHNICAL DEVICES AND PACKAGING

22. In order to reduce or facilitate the lifting, carrying and putting down of manually transported loads, suitable technical devices should be used as much as possible.
23. The packaging of loads which may be transported manually should be compact and of suitable material and, as far as possible, equipped with devices for holding and so designed as not to create risk of injury; for example, it should not have sharp edges, projections or rough surfaces.

VI. MAXIMUM WEIGHT

24. (1) In the application of the instrument, Members should take account of the environmental conditions, such as climate, altitude, topography, etc., in which the work is to be performed.

(2) Members should also take account of other conditions which may influence the health and safety of the worker.

A. Men Workers

25. Where the maximum permissible weight to be carried by one adult male worker is more than 50 kg., measures should be taken as speedily as possible to reduce it to that level.

B. Young Workers

26. The provisions of the instrument relating to young workers should apply to persons under 18 years of age.

27. The assignment of young workers to manual transport of loads should be limited to the greatest possible extent.

28. Maximum loads required of young workers should be of a substantially lesser weight than those assigned to adult male workers.

29. Where the minimum age for assignment to manual transport of loads is less than 16 years, measures should be taken as speedily as possible to raise it to that level.

30. The minimum age for assignment to regular manual transport of loads should be raised, with a view to attaining a minimum age of 18 years.

31. Where young workers are assigned to regular manual transport of loads, provision should be made—

(a) as appropriate, to reduce the time spent on actual lifting, carrying and putting down of loads by such workers;

(b) to prohibit the assignment of such workers to particular tasks comprised in manual transport of loads which are especially arduous.

C. Women Workers

32. The assignment of women to manual transport of loads should be limited.

33. Maximum loads required of women should be of a substantially lesser weight than those assigned to adult male workers.
34. No woman should be assigned to manual transport of loads during a pregnancy which has been medically determined or during the ten weeks following confinement.

35. Where women workers are assigned to regular manual transport of loads, provision should be made—

(a) as appropriate, to reduce the time spent on actual lifting, carrying and putting down of loads by such workers;

(b) to prohibit the assignment of such workers to particular tasks comprised in manual transport of loads which are especially arduous.

VIII. OTHER MEASURES TO PROTECT HEALTH AND SAFETY

36. After receiving medical opinion and in consultation with the most representative organisations of employers and workers concerned, the competent authority, bearing in mind all the relevant conditions of the work, should make efforts to ensure that the exertion required in a working day or shift of workers manually transporting loads is not likely to jeopardise the health or safety of such workers.

37. Workers engaged in manual transport of loads should be supplied with such suitable devices and equipment as may be necessary to safeguard their health and safety.

VIII. MISCELLANEOUS PROVISIONS

38. The training or instruction and the medical examination provided for in the instrument should not involve the worker in any expense.

39. The competent authority should actively promote scientific research, including ergonomics, concerning the manual transport of loads with the object, inter alia, of—

(a) determining the relationship, if any, between occupational diseases and disorders and manual transport of loads; and

(b) minimising the hazards to health and safety of workers engaged in the manual transport of loads.

40. Where methods of transportation of goods by pulling and pushing are prevalent which impose physical strains analogous to those involved in the manual transport of loads, the competent authority should give consideration to the application to such work of such provisions of the instrument as may be appropriate.

41. Each Member should, by laws or regulations or any other method consistent with national practice and conditions, and in consultation with the most representative organisations of employers and workers concerned, take such steps as may be necessary to give effect to the provisions of the instrument.
42. Members should be allowed to permit exceptions to the application of particular provisions of the instrument after consultation with the national inspection service and with the most representative organisations of employers and workers concerned, where the circumstances of the work or the nature of the loads require such exceptions; for every exception or category of exceptions the limits of the derogation should be specified.

43. Each Member should, in accordance with national practice, specify the person or persons on whom the obligation rests for compliance with the provisions of the instrument, as well as the authority responsible for the supervision of the application of the provisions of the instrument.

Declaration by the Employers’ Group at the 164th Session of the Governing Body of the International Labour Office

During the discussion of the report of the Preparatory Technical Conference at the 164th (March 1966) Session of the Governing Body, the Employers’ members reaffirmed their position with regard to the Conclusions of the Preparatory Technical Conference. They emphasised that the Employers’ group at the Conference had voted against the Conclusions with a view to the adoption of a Convention because it considered that principles as general as those in the draft should not be included in a Convention. They were convinced that Conventions of such a general nature were liable to prove detrimental to the whole concept of a Convention as hitherto understood and expressed the view that Conventions should preserve their present character since the new concept entailed by acceptance of the Workers’ proposals would seriously impair the value of the many Conventions adopted in the past. As regards the Conclusions with a view to the adoption of a Recommendation, the Employers’ group had abstained during the final vote at the Preparatory Technical Conference because it considered that some of the points in the draft text were impracticable in many respects; the Employers hoped, however, that the changes it considered necessary could be incorporated by the time the 51st Session of the International Labour Conference was held.
QUESTIONNAIRE

Governments are asked to send their replies to the following questionnaire, together with a statement of their reasons, if they deem such appropriate, so as to reach the International Labour Office in Geneva not later than 1 October 1966.

1. Do you wish to make any observations on the Conclusions of the Preparatory Technical Conference on the Maximum Permissible Weight to Be Carried by One Worker?

2. Subject to any amendment or comment which you may wish to make in reply to question 1, do you consider that the texts in question constitute a satisfactory basis for discussion by the Conference at its 51st Session?