

...result of the work of its committees of experts in the field of safety, the International Labor Office has adopted four Draft Treaties and seven Draft Recommendations dealing with safety problems. The treaty, of course, has the force of law when ratified by the member countries; the Recommendation, as its name implies, informs the member states what is the best way to handle a given safety problem and suggests that they follow the form laid down in the Recommendation in drafting National legislation on the subject.

"Real progress can only be made with the cooperation of all parties—Governments, employers, workers, engineers, scientists, teachers, statisticians, psychologists, and others. Use must be made of regulations, inspections, technical devices, education and propaganda. Further this cooperation and the use of these means throughout the world is the task before the Safety Service of the I. L. O."

PAYING a tribute in memory of the late Judge Elbert H. Gary, former Chairman of the United States Steel Corporation, Carnegie, Burton, Vice-President of Carnegie-Illinois Steel Company (Lorraine Division), addressed the conference under title of "Then and Now." Mr. Burton traced the history of that great corporation's success in the field of industrial safety from the pioneering days of Judge Gary to their present-day huge expenditure for accident-prevention work.

He told of how Judge Gary instilled a feeling of safety consciousness into industry and how the U. S. Steel Corporation were among the first in industry to accept the responsibility for the methodical hospitalization of their casualties. At the same time they instituted and regularized the provision of an income for the family bereaved by a fatal accident or during the disability period of the breadwinner. This before there were laws to enforce or regulate these provisions for injured employees and their households.

Following are excerpts from Mr. Burton's address:

"By common consent, we, of this day and generation, have come to understand and adopt the philosophy whereby industry is bound and properly bound, to a responsibility for its casualties. Certainly an industry incapable of sustaining the financial burden of a competent program of accident prevention fails to demonstrate its right to exist in organized society. This conclusion flows logically from the fact that accident prevention work is an element of production cost, and if that industry's consuming trade is incapable or unwilling to pay enough for that industry's goods, in terms of profit, to sustain its capital structure, it is thereby condemned to justified economic extinction.

"Organized accident prevention on a large scale was first undertaken by the United State Steel Corporation in 1906. In 1906 and again in 1908 it called together the casualty managers of all its subsidiary companies to consider the problem of reducing accidents. At the second of these meetings the late Judge Gary, then Chairman of the Board, expressed U. S. Steel's seriousness of purpose when he stated:

"We should like to take a prominent part, leading part, in any movement and in every movement that is calculated to protect our



Seated at the speaker's table at the luncheon meeting—(from left to right are: Judge Lois M. Bide, Mrs. Mary Rice Morrow, Miss Mary Anderson, Mrs. Margaret M. Mcmurt, and Mrs. Sally Harris. Standing from left to right are: Mrs. John Y. Huber, Miss Louise Stitt and Miss Marion Conner.