

On page 4 of the Secretary General's Financial Report of 25th Nov. he shows that on September 30th the Institute had a cash reserve of Lire 1,216,385.64. This was cash on hand, in the bank. This sum is, substantially, a reserve fund set aside for future uses, it may be presumed for use in cases of emergency.

That emergency is here now. It is here in the form of the world war and its effects.

We are confronted by new conditions. The employees inform us that their present salaries are below what it is possible for them to live on. They have shown this in their appeal for an advance by facts and figures, and I think we can all satisfy ourselves that they are right. In fact, we know they are right.

And what do we purpose to do about it? The report of the Special Committee, before us, asks us, in substance, to fold our arms and, in stately language, pity the employees and inform them courteously that we can do nothing.

But this kind of "doing nothing" would, in reality, be "doing something". It would, in the first place, be doing an injustice to the employees; and, in the next place, it would be doing an injustice to the Institute, for it would force out the capable and fill their places with the incapable.

Now, this Permanent Committee has no right to do either injustice.

It is clearly our duty to use up as much of the Reserve Fund during this year and the years of reconstruction as will render the injustice impossible.

If we take this step we can easily justify it to the next General Assembly and to the adhering governments.

I therefore make a motion that it is the sense of the Permanent Committee that the wage-rate of the employees be readjusted so as to meet the needs of present conditions, and that as much of the Lire 1,216,385.64 be used for that purpose during the present ~~xxxx~~ years of reconstruction as is consist-

785/2

- 2 -

ent with maintaining the equities due ~~us~~ to our employees and the efficacy of the work of the Institute.

David Lubin,

Delegate of the United States,  
International Institute of Agriculture, Rome.  
December 7th, 1918.