

INTERNATIONAL LABOUR OFFICE

REPORT FORM
FOR THE
EMPLOYMENT POLICY CONVENTION,
1964 (No. 122)

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

The Government may deem it useful to consult the text of the Employment Policy Recommendation, 1964 (No. 122) and of the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), the provisions of which supplement the present Convention and can contribute to a better understanding of its requirements and facilitate its application.

Attention is also drawn to the Declaration of Principles and Programme of Action adopted in June 1976 by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour, the texts of which will be found in the *Official Bulletin* (Geneva, ILO), 1977, Series A, No. 2.

Many aspects of an active employment policy go beyond the immediate competence of the ministry responsible for labour questions, so that the preparation of a full report on the Convention may require consultation with the other ministries or government agencies concerned, such as those responsible for planning, economic affairs and statistics.

PRACTICAL GUIDANCE FOR DRAWING UP REPORTS

First reports

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

Subsequent reports

In subsequent reports, information need normally be given only on the following points:

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

- (b) replies to the questions in the report form on the practical application of the Convention (for example, statistics, results of inspections, judicial or administrative decisions) and on the communication of copies of the report to the representative organisations of employers and workers and on any observations received from the organisations concerned;
- (c) replies to comments by supervisory bodies: the report must contain replies to any comments regarding the application of the Convention in your country which may have been addressed to your Government by the Committee of Experts or by the Conference Committee on the Application of Conventions and Recommendations.
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Article 22 of the Constitution of the ILO

Report for the period to
made by the Government of

on the

EMPLOYMENT POLICY CONVENTION, 1964 (No. 122)

(ratification registered on)

- I. Please give a list of the legislation and administrative regulations, etc., which apply the provisions of the Convention. Where this has not already been done, please forward copies of the said legislation, etc., to the International Labour Office with this report.**

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

- II. Please indicate in detail for each of the following Articles of the Convention the sections of the above-mentioned plans and programmes, the provisions of the above-mentioned legislation and administrative regulations, etc., or other measures under which each Article is applied.**

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

Article 1

1. With a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.

2. The said policy shall aim at ensuring that—

- (a) there is work for all who are available for and seeking work;
- (b) such work is as productive as possible;
- (c) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

3. The said policy shall take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and shall be pursued by methods that are appropriate to national conditions and practices.

Please indicate how the active policy designed to promote full, productive and freely chosen employment has been declared in your country. Please indicate, in particular, on what occasions this policy was introduced and specify the texts by which it was defined.

Please supply information on the situation, level and trends of employment, unemployment and underemployment in your country, both in the aggregate and as they affect particular categories of workers such as women, young persons, older workers and disabled workers. Please also indicate the extent to which employment objectives included in development plans and programmes have been or are being attained.

Please describe the principal policies pursued and measures taken with a view to ensuring that there is work for all who are available for and seeking work, with particular reference to the following matters, in so far as they are relevant to conditions in your country :

1. *Over-all and sectoral development policies :*

Measures in such fields as investment policy ; fiscal and monetary policies ; trade policy ; prices, incomes and wages policies.

Policies and measures concerning balanced regional development, development of the infrastructure, rural development with reference both to agriculture and non-agricultural activities, and industrial development.

2. *Labour market policies :*

Measures to ensure the matching of labour supply and demand, on both an occupational and geographical basis, including measures for the adjustment of labour to structural change resulting from, for example, changes in international trade or technology.

Measures to meet the needs of particular categories of workers such as women, young people, older workers, disabled workers.

3. *Educational and training policies :*

Policies with regard to vocational training, retraining and further training ; measures to co-ordinate education and training policies with prospective employment opportunities.

Please indicate what measures have been adopted to ensure that work is as productive as possible.

Please indicate what provisions ensure that there is freedom of choice of employment and that each worker shall have the fullest possible opportunity to qualify for and to use his skills, in the conditions set out in paragraph 2 (c).

Please state whether special difficulties have been encountered in attaining the objectives of full, productive and freely chosen employment, and indicate how far these difficulties have been overcome.

Please describe briefly how the employment policy objectives are related to other economic and social objectives.

Article 2

Each Member shall, by such methods and to such extent as may be appropriate under national conditions—

- (a) decide on and keep under review, within the framework of a co-ordinated economic and social policy, the measures to be adopted for attaining the objectives specified in Article 1;
- (b) take such steps as may be needed, including when appropriate the establishment of programmes, for the application of these measures.

Please describe the measures taken to collect and analyse statistical and other data concerning the size and distribution of the labour force, the nature and extent of unemployment and underemployment and trends therein, as a basis for deciding on measures of employment policy.

Please describe the procedures adopted to ensure that the effects on employment of measures taken to promote economic development or other economic and social objectives receive due consideration, at both the planning and the implementation stages, and that the principal measures of employment policy are decided on and kept under periodical review within the framework of a co-ordinated economic and social policy.

Article 3

In the application of this Convention, representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers, shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting support for such policies.

Please indicate the manner in which representatives of the persons affected are consulted concerning employment policies, with reference both to consultations with representatives of employers' and workers' organisations and to consultations with representatives of other sectors of the economically active population such as those working in the rural sector and the informal sector. Please also indicate whether formal consultative procedures have been established for this purpose.

III. Please state to what authority or authorities the application of the above-mentioned legislation and administrative regulations, etc., is entrusted, and by what methods application is supervised and enforced. In particular, please supply information on the organisation and working of inspection.

- IV. Please state whether courts of law or other tribunals have given decisions involving questions of principle relating to the application of the Convention. If so, please supply the text of these decisions.**
- V. If your country has received any assistance or advice under the World Employment Programme or under other ILO technical co-operation projects, please indicate the action taken as a result. Please also indicate any factors which may have prevented or delayed such action.**
- VI. In so far as such information has not been supplied in reply to previous questions, please forward copies or extracts of reports, studies and inquiries, statistical data, etc., covering such matters as the size and distribution of the labour force; the nature, extent and trends of unemployment and underemployment; manpower projections; income and poverty; technological change; and the impact on employment of economic and social policy measures.**
- VII. Please indicate the representative organisations of employers and workers to which copies of the present report have been communicated in accordance with article 23, paragraph 2, of the Constitution of the International Labour Organisation.¹ If copies of the report have not been communicated to representative organisations of employers and/or workers, or if they have been communicated to bodies other than such organisations, please supply information on any particular circumstances existing in your country which explain the procedure followed.**

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

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

ANNEX I

The text of the

EMPLOYMENT POLICY RECOMMENDATION, 1964 (NO. 122)

is not reproduced here.

Please consult ILOLEX or other publications containing the text of ILO
Recommendations.

ANNEX II

The text of the

EMPLOYMENT POLICY (SUPPLEMENTARY PROVISIONS) RECOMMENDATION, 1984 (NO. 169)

is not reproduced here.

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Recommendations.