

No. 8279

INTERNATIONAL LABOUR ORGANISATION

**Convention (No. 122) concerning employment policy, adopted
by the General Conference of the International Labour
Organisation at its forty-eighth session, Geneva, 9 July
1964**

Official texts: English and French.

Registered by the International Labour Organisation on 22 July 1966.

ORGANISATION INTERNATIONALE DU TRAVAIL

**Convention (n° 122) concernant la politique de l'emploi,
adoptée par la Conférence générale de l'Organisation
internationale du Travail à sa quarante-huitième session,
Genève, 9 juillet 1964**

Textes officiels anglais et français.

Enregistrée par l'Organisation internationale du Travail le 22 juillet 1966.

No. 8279. CONVENTION (No. 122)¹ CONCERNING EMPLOYMENT POLICY, ADOPTED BY THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANISATION AT ITS FORTY-EIGHTH SESSION, GENEVA, 9 JULY 1964

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Considering that the Declaration of Philadelphia recognises the solemn obligation of the International Labour Organisation to further among the nations the world programmes which will achieve full employment and the raising of standards of living, and that the Preamble to the Constitution of the International Labour Organisation provides for the prevention of unemployment and the provision of an adequate living wage, and

Considering further that under the terms of the Declaration of Philadelphia it is the responsibility of the International Labour Organisation to examine and consider the bearing of economic and financial policies upon employment policy in the light of the fundamental objective that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity", and

¹ In accordance with article 5, the Convention came into force on 15 July 1966, twelve months after the date on which the ratifications of the following two Members of the International Labour Organisation had been registered with the Director-General of the International Labour Office on the dates indicated:

Sweden	11 June 1965
New Zealand*	15 July 1965

The Convention will come into force for the following Members of the Organisation, whose ratifications were registered on the dates specified below, twelve months after the date of their registration:

Costa Rica	27 January 1966
Tunisia	17 February 1966
Jordan	10 March 1966
Senegal	25 April 1966
Norway	6 June 1966
United Kingdom	27 June 1966

* Declarations by New Zealand, made under article 35 of the Constitution of the International Labour Organisation and registered with the Director-General of the International Labour Office on 15 July 1966:

- (a) The Convention is inapplicable to the Tokelau Islands;
- (b) Decision reserved as regards the application to the Cook Islands and Niue.

Considering that the Universal Declaration of Human Rights provides that “everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment”, and

Noting the terms of existing international labour Conventions and Recommendations of direct relevance to employment policy, and in particular of the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, and

Considering that these instruments should be placed in the wider framework of an international programme for economic expansion on the basis of full, productive and freely chosen employment, and

Having decided upon the adoption of certain proposals with regard to employment policy, which are included in the eighth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Employment Policy Convention, 1964 :

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.