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INTERNATIONAL
LABOUR
ORGANISATION



Treaty Series No. 17 (1978)

International
Labour Convention No. 142
concerning Vocational Guidance
and Vocational Training in
the Development of Human Resources
adopted by the General Conference
of the International Labour Organisation
at its Sixtieth Session

Geneva, 23 June 1975

[The United Kingdom instrument of ratification was registered with the Director-General of the International Labour Office on 15 February 1977 and the Convention entered into force for the United Kingdom on 15 February 1978]

*Presented to Parliament
by the Secretary of State for Foreign and Commonwealth Affairs
by Command of Her Majesty
March 1978*

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CONVENTION
CONCERNING VOCATIONAL GUIDANCE AND VOCATIONAL
TRAINING IN THE DEVELOPMENT OF HUMAN RESOURCES

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 Sixtieth Session on
4 June 1975, and

Having decided upon the adoption of certain proposals with regard to
human resources development: vocational guidance and vocational
training, which is the sixth item on the agenda of the session, and

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

adopts this twenty-third day of June of the year one thousand nine hundred
and seventy-five the following Convention, which may be cited as the Human
Resources Development Convention, 1975:

ARTICLE 1

1. Each Member shall adopt and develop comprehensive and co-ordinated
policies and programmes of vocational guidance and vocational training,
closely linked with employment, in particular through public employment
services.

2. These policies and programmes shall take due account of—

- (a) employment needs, opportunities and problems, both regional and
national;
- (b) the stage and level of economic, social and cultural development; and
- (c) the mutual relationships between human resources development and
other economic, social and cultural objectives.

3. The policies and programmes shall be pursued by methods that are
appropriate to national conditions.

4. The policies and programmes shall be designed to improve the ability
of the individual to understand and, individually or collectively, to influence
the working and social environment.

5. The policies and programmes shall encourage and enable all persons,
on an equal basis and without any discrimination whatsoever, to develop and
use their capabilities for work in their own best interests and in accordance
with their own aspirations, account being taken of the needs of society.

ARTICLE 2

With the above ends in view, each Member shall establish and develop
open, flexible and complementary systems of general, technical and vocational
education, educational and vocational guidance and vocational training,
whether these activities take place within the system of formal education or
outside it.

ARTICLE 3

1. Each Member shall gradually extend its systems of vocational guidance, including continuing employment information, with a view to ensuring that comprehensive information and the broadest possible guidance are available to all children, young persons and adults, including appropriate programmes for all handicapped and disabled persons.

2. Such information and guidance shall cover the choice of an occupation, vocational training and related educational opportunities, the employment situation and employment prospects, promotion prospects, conditions of work, safety and hygiene at work, and other aspects of working life in the various sectors of economic, social and cultural activity and at all levels of responsibility.

3. The information and guidance shall be supplemented by information on general aspects of collective agreements and of the rights and obligations of all concerned under labour law; this information shall be provided in accordance with national law and practice, taking into account the respective functions and tasks of the workers' and employers' organisations concerned.

ARTICLE 4

Each Member shall gradually extend, adapt and harmonise its vocational training systems to meet the needs for vocational training throughout life of both young persons and adults in all sectors of the economy and branches of economic activity and at all levels of skill and responsibility.

ARTICLE 5

Policies and programmes of vocational guidance and vocational training shall be formulated and implemented in co-operation with employers' and workers' organisations and, as appropriate and in accordance with national law and practice, with other interested bodies.

ARTICLE 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

ARTICLE 7

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.⁽¹⁾

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

⁽¹⁾ The Convention entered into force on 19 July 1977.

ARTICLE 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

ARTICLE 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

ARTICLE 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

ARTICLE 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

ARTICLE 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

ARTICLE 13

The English and French⁽²⁾ versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organisation during its Sixtieth Session which was held at Geneva and declared closed the twenty-fifth day of June 1975.

IN FAITH WHEREOF we have appended our signatures this twenty-sixth day of June 1975.

The President of the Conference,
BLAS F. OPLE

The Director-General of the International Labour Office,
FRANCIS BLANCHARD

⁽²⁾ The text in the French language will be published in the United Nations Treaty Series, available through Agency Section, Her Majesty's Stationery Office, P.O. Box 569, London, SE1 9NY—Tel. 01-928 6977, ext. 410.

RATIFICATIONS

	<i>State</i>	<i>Date of Deposit</i>
Cyprus	28 June 1977
Hungary	17 June 1976
Norway	24 November 1976
Spain	16 May 1977
Sweden	19 July 1976
Switzerland	23 May 1977
United Kingdom*	15 February 1977

* There have been subsequent declarations by the United Kingdom that:
 Decisions are reserved in respect of the application of the Convention to
 Montserrat, St. Christopher-Nevis-Anguilla and Gilbert Islands.
 The Convention is applicable with modifications to Gibraltar.

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