

Description: Convention concerning Vocational Guidance and Vocational Training in the Development of Human Resources (Note: Date of coming into force: 19:07:1977.)

Convention:C142

Place:Geneva

Session of the Conference:60

Date of adoption:23:06:1975

Subject classification: Training

Subject: Vocational Guidance and Training

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 1970, 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

(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

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.

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

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 versions of the text of this Convention are equally authoritative.