

- (b) The number, location, industrial distribution, sex distribution, skills and occupational wishes of workers who will have to change their employment during the transition from war to peace; and
 - (c) The number and distribution of older workers, women and juveniles who are likely to withdraw from gainful employment after the war emergency and the number of juveniles who are likely to be seeking employment on leaving school.
2. (1) Comprehensive material on prospective labour requirements, showing the probable extent and timing of the demand for workers from each major industry, both in total and by major skills, should be collected and analysed before the end of the war.
- (2) Where such information is in the possession of any administrative authority, it should be made available to the authorities primarily responsible for the collection or utilization of advance information on labour supply and requirements.
- (3) The material on labour requirements should cover more particularly—
- (a) The probable contraction of labour requirements resulting from the closing of certain munitions undertakings;
 - (b) The probable rate of contraction of the armed forces and of assimilated services upon the termination of hostilities;
 - (c) Probable fluctuations and changes by areas in the labour force of industries or undertakings which will, with or without a period of conversion, continue in operation to meet peacetime needs;
 - (d) Probable labour requirements in industries which will be expanding to meet peacetime needs, in particular in industries the output of which is most urgently needed to improve the standard of living of the workers, and in public works, including works of a normal character and works held in reserve for the provision of supplementary employment in periods of declining economic activity; and
 - (e) The probable demand for workers in the main industries and occupations under conditions of full employment.
3. Prospective labour supply and demand in the various areas should be kept under constant review by the appropriate authorities, in order to show the effect of the war and the probable effect of the termination of hostilities on the employment situation in each of these areas.
4. Members should co-operate in collecting the information referred to in subparagraphs (a), (b) and (c) of paragraph 1 in respect of persons transferred out of their own countries as a result of Axis aggression. Each Government should supply such information in respect of nationals of other Members living in its territory, in Axis territories, or in territory occupied by the Axis, who are awaiting repatriation, even where the information available is merely of a general character.

II. DEMOBILIZATION OF THE ARMED FORCES

5. Close contact should be organized and maintained between the employment service and the authorities responsible for the demobilization of the armed forces and assimilated services and for the repatriation of prisoners of war and persons who have been deported, in order to ensure the speediest re-employment of the men and women concerned.
6. (1) The rate and order of demobilization should be controlled according to clearly expressed principles which should be given wide publicity in order that they may be clearly understood.
- (2) In the process of demobilization, which should in general be as rapid as military necessity and transportation facilities permit, consideration should be given to—
- (a) The desirability of regulating the rate and distributing the flow of demobilization so as to avoid local concentrations of ex-service men and women disproportionate to the capacity of their community to provide opportunity for employment or training; and
 - (b) The desirability of arranging, where necessary, for an early release of workers whose qualifications make them indispensable for urgent reconstruction work.
7. (1) Schemes for reinstating in their former employment persons whose usual employment has been interrupted by military mobilization, enemy action, or resistance to the enemy or enemy-dominated authorities, should be adopted and carried out so far as changed post-war circumstances allow.
- (2) The fullest possible employment and advancement opportunities for these men and women, on the basis of their qualifications, should be assured through Government action and collective agreements.
- (3) Immediate alternative employment should be secured for the workers displaced by the operation of these schemes.
8. In addition to schemes for re-employment, immediate consideration should be given to the provision, wherever justified by prospective opportunities to make a living, of adequate financial and other assistance to enable qualified demobilized persons to settle or resettle on the land, to enter or re-enter a profession, or to take up other independent work.

III. INDUSTRIAL DEMOBILIZATION AND CONVERSION

9. (1) Each Government should, in co-operation with employers' and workers' organizations, formulate a national industrial demobilization and reconversion programme to facilitate the rapid and orderly conversion of the economy from wartime to peacetime requirements during the period of reconstruction, account being taken of the urgent need of countries devastated by the war, with a view to attaining full employment with the least possible delay. All information in regard to the demobilization and reconversion programme should be made available to the authorities responsible for collecting advance information on labour supply and requirements.