

The Committee decided that its conclusions would have the greatest practical value if they were presented in a form which would enable full account to be taken of the differences in economic and employment conditions obtaining in the various countries. It therefore decided to incorporate the general principles of the Employment Service Organization in a proposed Convention and the methods of applying them in a proposed recommendation.

The Employment Committee of the Conference considered a number of points prepared by the International Labour Office based on the replies submitted by Governments in response to the questionnaire, and the conclusions adopted by the Conference will be incorporated in a draft Convention and a draft recommendation which will be submitted to Governments and finally discussed at the next session of the Conference.

The Committee met on eleven occasions and dealt with some seventy-two amendments submitted by Government, workers', and employers' delegates. Although there were a large number of amendments to be considered by the Committee, these were mainly of a drafting nature, and it was very satisfactory to find that in the general organization and functions of an Employment Service there was complete agreement not only amongst the Government members, but also amongst the workers' and employers' representatives on the Committee.

The final report of the Committee as adopted by the full Conference is contained in Appendix 9 to this report, and it is gratifying to record that the New Zealand law and administrative practice is in complete accord with the proposals adopted. While a number of the countries represented at the Conference have not yet developed their Employment Service Organization to the extent envisaged in the proposals, it is clear from the discussions which took place that all countries do aim to develop their Employment Services not only for the purpose of carrying out the normal functions of an Employment Exchange, but also to ensure the best possible organization of the employment market as an integral part of the national programme for the achievement and maintenance of full employment and the development and use of productive resources.

In the organization of the Employment Service considerable emphasis was placed on the need for the setting-up of Advisory Committees of equal numbers of representatives of employers and workers to advise the administrative authority on the organization and operation of the Employment Service and the development of Employment Service policy.

Another matter which received particular attention was the need for the collection and publication of reliable and comprehensive statistics of the current situation of the employment market and its probable evolution both in the country as a whole and in the different industries, occupations, and areas. Mention was also made of the need for developing special facilities, including provision for vocational guidance for juveniles, within the framework of the Employment Service.

The results of the preparatory work undertaken by the Committee on Employment Service Organization will be used by the International Labour Office as the basis for the preparation of a draft Convention and a draft recommendation for circulation to Governments prior to consideration and final discussion at the next session of the Conference.

RESOLUTION ON THE PARTIAL REVISION OF THE FEE CHARGING EMPLOYMENT AGENCIES CONVENTION, 1933

A resolution was adopted by the Conference in which it was decided to place on the agenda of the next general session the question of the revision of the Fee Charging Employment Agencies Convention, 1933. This Convention, which has been ratified by only six countries, requires ratifying members to abolish profit-making, fee charging employment agencies within three years of the coming into force of the Convention and