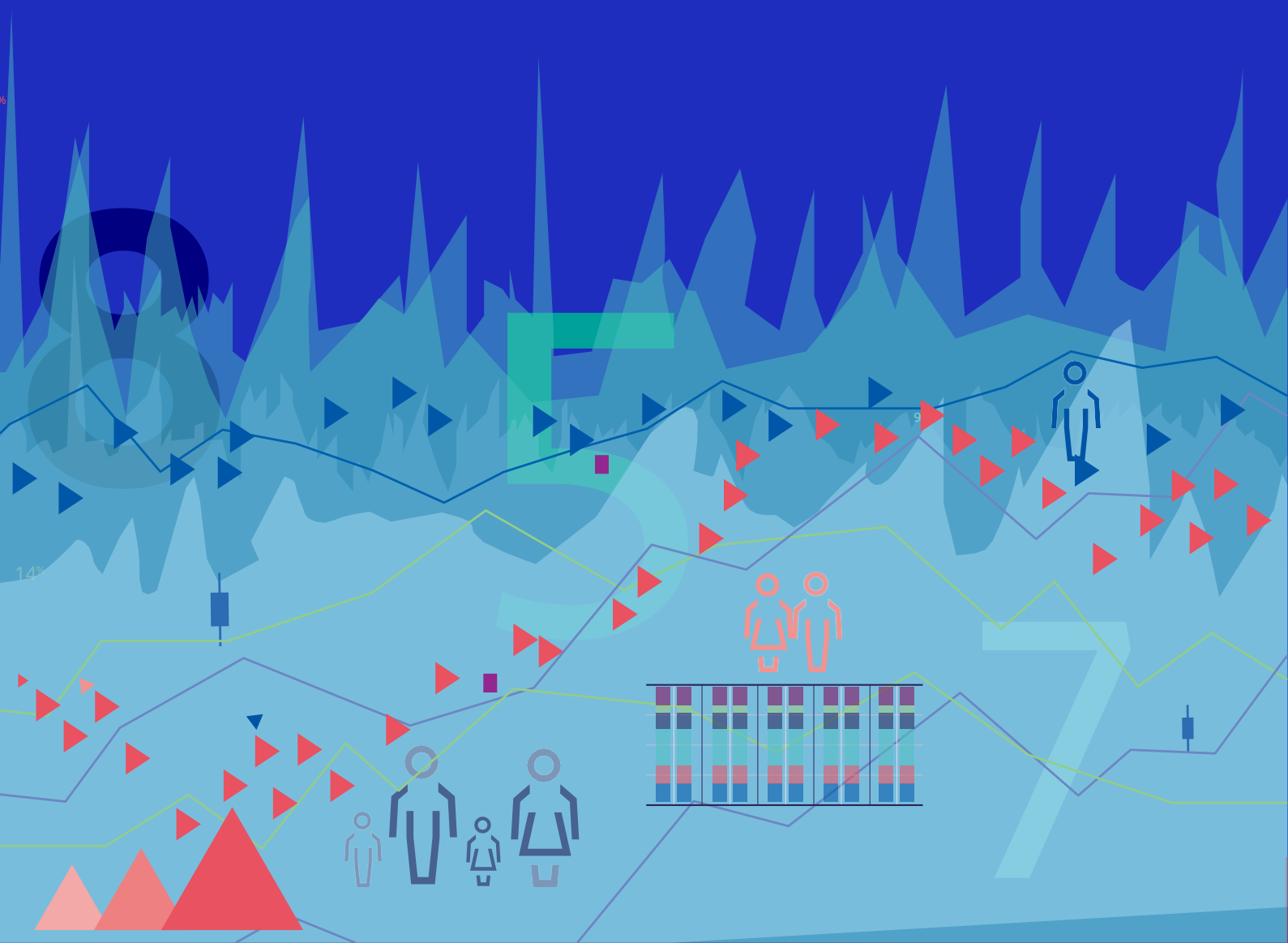




International
Labour
Organization

► Strengthening labour statistics: Quick guide to C160 ratification and data reporting





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► Background

The ILO being a normative institution, one of its main missions is that of setting and promoting standards and rights at work.

As the ILO's Centenary Declaration for the Future of Work, adopted in 2019 at the 108th session of the International Labour Conference declares "The setting, promotion, ratification and supervision of international labour standards is of fundamental importance to the ILO." (Part IV point A) In that regard the Declaration notes that "All Members should work towards the ratification and implementation of the ILO fundamental Conventions and periodically consider, in consultation with employers' and workers' organizations, the ratification of other ILO standards".

The ILO has been concerned with labour statistics since its founding in 1919. Article 10.1 of the ILO Constitution established that "the functions of the Office shall include the collection and distribution of information relating to the international adjustment of conditions of industrial life and labour....".

Labour statistics refer to the systematic collection, analysis, and dissemination of data related to the workforce and labour market. The scope of labour statistics encompasses a wide range of data that are essential for understanding the dynamics of the labour market, informing policy decisions, and promoting fair and equitable working conditions. By measuring and analysing these data, labour statistics serve as a foundation for evidence-based policymaking and for monitoring the implementation of labour standards and social progress.

Recognizing the critical role of labour statistics in fulfilling its broader mandate of promoting decent work and social justice, the ILO reaffirmed its commitment in 2019 through the Centenary Declaration for the Future of Work by requesting for the organization to "maintain the highest levels of statistical, research and knowledge management capacities and expertise in order to further strengthen the quality of its evidence-based policy advice."

The first instrument on labour statistics was Convention No. 63 (Convention concerning Statistics of Wages and Hours of Work), adopted in 1938 following a resolution of the Fifth International Conference of Labour Statisticians (ICLS) in 1937. The Convention seeks to improve the comparability of statistics together with goals such as ensuring the quality, relevance, and timeliness of the data. It requires ratifying States to compile, publish and communicate statistics relating to wages and hours of work in the mining, manufacturing, and agriculture sectors.

Almost five decades later, ILO Convention No. 160 (C160) and Recommendation No. 170 (R170) on labour statistics were adopted to revise and expand the by then outdated ILO Convention No. 63 (C63), to take account of modern needs for an integrated system of labour statistics and to provide for both short- and longer- term requirements for data on a range of statistics far beyond the scope of C63. The topics covered by C160 include statistics on the labour force and labour underutilization, wages and working time, labour cost, consumer prices, household expenditure and income, occupational accidents, and industrial disputes. With C63 considered outdated, the new standards provide the elements necessary to describe, understand, analyse, and plan the many and complex dimensions of the modern world of work and of society in general.

Today, C160 continues to be a highly relevant and up-to-date international labour standard and a binding international labour statistics standard. It is a development tool, not a means of coercion. Its purpose is to contribute to the development of a solid and comprehensive national system of labour statistics to inform labour market policy formulation, implementation and evaluation, labour market research, labour market analysis including trends and patterns.

C160 is divided into four Parts, with Part II on 'Basic Labour Statistics' forming the substantive and technical sections (see box 1 for a summary and the Annex for the full text). It provides for the collection and publication of labour statistics for these subjects and specifies the coverage of the statistics. R170 provides detailed guidance on how the principles in Convention No. 160 could be applied. It is meant to complement the Convention and provide non-binding guidelines for the development of national labour statistical systems.

This quick guide highlights the benefits of ratifying this important convention on labour statistics and explains the ratification process as well as reporting obligations following ratification.

► **Box 1. Substantive provisions of Convention No. 160**

General provisions

- Art 1 Obligation to regularly collect, compile and publish basic labour statistics
- Art 2 Ensures that the Convention remains up-to date by requiring States to take into consideration the latest ILO (including the ICLS) standards and guidelines when designing or revising concepts, definitions and methodologies
- Art 3 Requires States to consult representative employers' and workers' organizations with regard to Article 2
- Art 4 Protection of confidentiality of information
- Art 5-6 Obligation to communicate to the ILO published statistics; information on their publication and detailed description of sources, concepts, definitions and methodology.

Labour statistics

- Art 7-8 Labour force, employment, and labour underutilization
- Art 9-10 Wages and working time
- Art 11 Labour cost
- Art 12 Consumer price indices
- Art 13 Household income and expenditures
- Art 14 Occupational injuries and diseases
- Art 15 Industrial disputes

Acceptance of obligations

- Art 16 Requires States to accept all the obligations of Part I on General Provisions and one or more Articles in Part II on Basic Labour Statistics, and to indicate with which Article(s) of Part II it undertakes to comply. States may progressively accept the obligations of additional Articles from Part II.
- Art 17 Provides for progressive expansion by enabling States to place limits on the scope of the statistics collected pursuant to the Article(s) of Part II which the State accepts.

► Benefits of C160 ratification

Ratifying C160 not only demonstrates a Member State's commitment to international labour standards and sustainable development but also fosters capacity building and collaboration, including with the ILO, as well as informed decision-making in labour market policies based on timely and methodologically-sound statistics. Below are descriptions of these benefits.

Enhancing credibility of national labour statistics

Being an ILO Convention, which is a legally binding international treaty, its ratification commits a member State to the regular collection of key labour statistics in line with internationally recognized statistical standards. This commitment promotes transparency and comparability of labour market data, ensuring that the collection, processing, and publication of labour statistics are maintained at a level that supports evidence-based decisions in the pursuit of social justice. As a result, the credibility of the Member State's data is strengthened, enhancing its reputation both nationally and within the global statistical community, as well as in broader international relations.

Fostering collaboration

Ratification of C160 encourages collaboration between government agencies, particularly between labour ministries and national statistical offices. This collaboration ensures a coordinated approach to data collection and reporting, leading to more accurate and comprehensive labour statistics. Also, the Convention formalizes the inclusion of social partners (representative organizations of employers and workers) on the design and conduction of data collections, as well as on data compilation and dissemination. This inclusive approach improves the understanding of the roles of different stakeholders, strengthens the recognition and use of labour statistics, and ensures that statistical activities are aligned with the needs of all stakeholders.

Aligning with Sustainable Development Goals (SDGs)

Labour statistics are vital for monitoring progress towards the SDGs, in particular SDG 8, which focuses on promoting inclusive and sustainable economic growth, full employment, and decent work for all. Ratifying C160 demonstrates a Member State's commitment to fulfilling its obligations under the SDGs and contributes to global efforts to achieve sustainable development.

Maintaining updated and comprehensive labour statistics

C160 covers a wide range of essential indicators (see Box 1). By ratifying C160, Member States ensure they have the necessary tools to capture and analyze the complexities of their labour markets accurately.

Moreover, C160 encourages member states to review and update their concepts, definitions, and methodologies in line with the latest international statistical standards and recommendations. This adaptability ensures that Member States remain prepared to address emerging trends and changes in the labour market effectively.

Building statistical capacity

Ratifying Member States are required to report regularly on the measures taken to apply C160 both in law and in practice. This reporting obligation helps in monitoring progress and identifying areas that require further attention or improvement in the field of labour statistics.

The ILO provides technical assistance and support to member states in implementing C160. This assistance includes guidance on methodology, data collection, compilation, and dissemination. More specifically, the Department of Statistics' support currently encompasses the implementation of the latest resolutions adopted by the 19th, 20th, and 21st International Conference of Labour Statisticians (ICLS), the carrying out of labour force surveys in general, the use of other sources of labour statistics, the measurement of specific world of work issues of interest to each Member State, and the development of Labour Market Information Systems (LMIS). By ratifying the convention, Member States benefit from periodic reviews by the ILO's supervisory bodies and gain access to valuable resources that help strengthen their national statistical systems and improve the quality and reliability of their labour statistics.

Promoting development and informed policymaking

Accurate and reliable labour statistics are essential for evidence-based policy formulation, implementation, and evaluation. By ratifying C160, Member States empower their government, social partners and other stakeholders with the necessary data to design effective labour market policies, address employment challenges, and promote social and economic development.

Implementing an established priority of the ILO

In 2018, the ILO Governing Body, following the recommendation of the Standards Review Mechanism Tripartite Working Group, determined that C160 is an up-to-date instrument and as such, its ratification should be promoted as a matter of institutional priority. In line with this decision, the ILO Centenary Declaration for the Future of Work, also emphasizes the need to maintain the highest standards of statistical, research, and knowledge management capacities to support evidence-based policy decisions.

The importance of C160 was further reinforced in 2019 when the Governing Body determined that the Unemployment Convention, 1919 (No. 2) is an outdated instrument and identified C160 among the up-to-date instruments addressing the statistical aspects of unemployment. The Governing Body recommended C160 for ratification as part of its strategy to ensure labour statistics remain relevant and accurate in today's evolving world of work. Plans of action in this respect will again be evaluated in 2026 before considering abrogation or withdrawal of Convention No. 2.

Moreover, in 2024, the International Labour Conference decided to abrogate Convention No. 63, which addressed statistics on wages and working hours (ILC.112/Instruments). For Member States that had ratified Convention No. 63, ratifying C160 would close any regulatory gap that might arise from the abrogation.

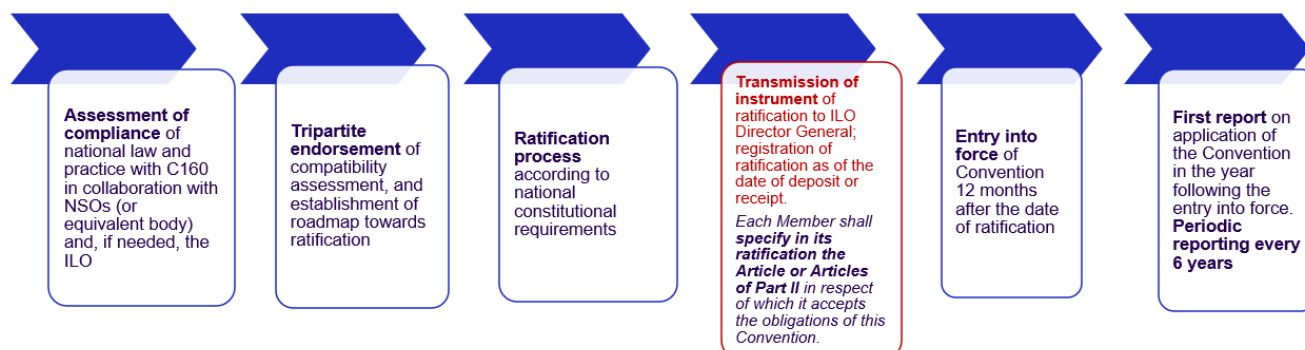
► Overview of C160 ratification process

The process of ratifying, implementing, and monitoring the implementation of C160 implies a **close collaboration between the ILO, the Government concerned and the relevant national agencies in the national statistical system**. At the national level, the process is framed by the constitutional law and practice of the Member State concerned. In most ILO Member States, the ratification is decided by the parliament or national assembly.

For C160, given its statistical subject matter, the best suited national agency to identify the extent to which the corresponding Member State could ratify and apply the Convention will most likely be the national statistical office, thus necessitating a close collaboration also between the national statistical office and the ministry responsible for labour matters.

ILO member States that ratified the Tripartite Consultations (International Labour Standards) Convention, 1976 (No. 144) must also consult the most representative organization of employers and workers before proceeding with the registration of the ratification of C160 with the ILO.

Further information on the ratification process is available at <https://www.ilo.org/international-labour-standards#ratification>.



Regarding the form of the ratification, no specific requirements are laid down in the ILO Constitution for a ratification of C160 to be registered with the ILO. In order to be registered, an instrument of ratification must nevertheless:

- a) clearly identify C160 as the Convention to be ratified;
- b) be an original document (on paper, not a facsimile or photocopy) signed by a person with authority to engage the State (such as the Head of State, Prime Minister, Minister responsible for Foreign Affairs or Labour);
- c) clearly convey the Government's intention that the State should be bound by the Convention concerned and its undertaking to fulfil the Convention's provisions, preferably with a specific reference to article 19(5)(d) of the ILO Constitution.

While the ratifying Member State is bound to comply with C160, this obligation should help mobilize national resources to fund data collection activities, especially those designed and carried out by national statistical offices. C160 gives the ILO's Department of Statistics valid grounds for technical assistance to the constituents in matters pertaining to labour statistics. In turn, Member States' reports submitted under Article 22 of the ILO Constitution on the implementation of C160 cast light on Member States' deficits, thus bringing to the attention of the ILO the need for technical assistance in specific areas. All of this contributes to improving the data coverage and the data quality of data under [ILOSTAT](#), the ILO's portal for work and labour statistics.

Progressive application of the Convention

C160 allows ratifying Member States to exclude certain parts of the Convention from its acceptance, providing for flexibility and allowing for the progressive application and expansion of the scope of the collection, compilation and publication of statistics on each of the subjects covered. This flexibility was introduced to facilitate ratification of Convention No. 160 and its effective implementation by accommodating the divergent needs of member States.

Convention No. 160 was also designed to accommodate advances in the field of labour statistics by providing that member States should review (in consultation with the social partners), and if appropriate revise or update the concepts, definitions, methodology and classifications used in collecting, compiling and publishing labour statistics, taking into consideration the international Recommendations on labour statistics established under the auspices of the ILO and relevant recommendations of other competent international organizations.

► Reporting after C160 ratification

Reporting on the application of C160

The obligation arising from the ratification of C160 is the regular reporting under Article 22 of the ILO Constitution on the measures taken to apply C160 in law and in practice. Ratifying member States are required to submit reports only every six years unless the ILO supervisory bodies request a report outside the regular cycle. In accordance with Article 23 of the ILO Constitution, organizations of workers and employers may file their observations on the application of C160 with the ILO supervisory bodies.

In accordance with the established procedures, constituents may also lodge representations and complaints for non-observance of C160 once ratified, but until now, no representation nor complaint in respect of labour statistics has ever materialized.

The core obligation arising from the ratification of C160 is to communicate to the ILO information on published statistics, their publication and description of sources, concepts, definitions, and methodology. Such information can be provided through reference to either their physical and/or online location.

The ILO compiles household survey microdata files and emails an annual questionnaire to produce and collect most of the statistics in C160. **If the data are already shared through these established mechanisms, no additional reporting is necessary.** In such cases, the ILO will assess the availability and quality of the data published on ILOSTAT.

If the data are not shared through these mechanisms, member States should provide the relevant publication information when reporting for C160 (Articles 5-6). However, it should be noted that these data will not be published on ILOSTAT. Only data reported through the regular mechanisms (i.e., microdata sharing and the annual questionnaire) will be used for publication.

It is also important to highlight Recommendation No. 170 (R170), which complements C160 by providing detailed guidance on the development of national labour statistical systems. R170 recommends, among other things, the disaggregation of data across various dimensions, such as gender, age, migrant status, and disability. This disaggregation has become increasingly important in the context of the "Leave No One Behind" principle of the 2030 development agenda, ensuring that labour statistics accurately reflect the experiences of all groups within society. However, it is important to note that R170 is not legally binding, and its recommendations serve as guidelines rather than obligations. Therefore, member States need not be concerned about legal repercussions if they do not fully adhere to these recommendations.

Since the adoption of C160, no significant problems have been highlighted by the ILO's Committee of Experts on the Application of Conventions and Recommendations (CEACR), the body entrusted with the examination of the reports submitted on ratified Conventions. The comments of the CEACR under Convention No. 160 largely reflect the relevance and timeliness of information provided to the ILO Department of Statistics for publication on ILOSTAT.

Its most recent comments primarily concern requests for clarification and information on the effect given to the last Resolution on Statistics of Work, Employment and Labour Underutilization (resolution I) adopted by the 19th ICLS in October 2013. The general compliance among ratifying Member States with C160 is also demonstrated by the fact that to date, no Member State has been examined by the Conference Committee on the Application of Standards (a standing tripartite committee of the ILC mandated with the examination of the CEACR reports) in relation to its effective implementation of C160.

Reporting data to the ILO related to C160

Reporting on C160 as described above is a separate exercise from the data (and metadata) reporting, which is described in this section. Most importantly, reporting labour statistics to the ILO follows the same process regardless of whether a member State has ratified C160 or not. It should, however, be noted that only data reported through the regular mechanisms (i.e., microdata sharing and the annual questionnaire) will be used for publication on ILOSTAT. Data reported through the above report on the application of C160 will not be published on ILOSTAT.

For statistics typically from labour force and other household surveys with a labour module, which includes those described in Articles 7, 8, 9.1 and 10, the ILO compiles and processes anonymized microdata files. Information on how the ILO processes these data is available in the [ILOSTAT microdata processing quick guide](#), while the numerous benefits of sharing microdata with the ILO are described in the 21st ICLS room document [Unlocking the Power of Microdata: Enhancing International Comparability and Data Availability in ILOSTAT and Beyond](#).

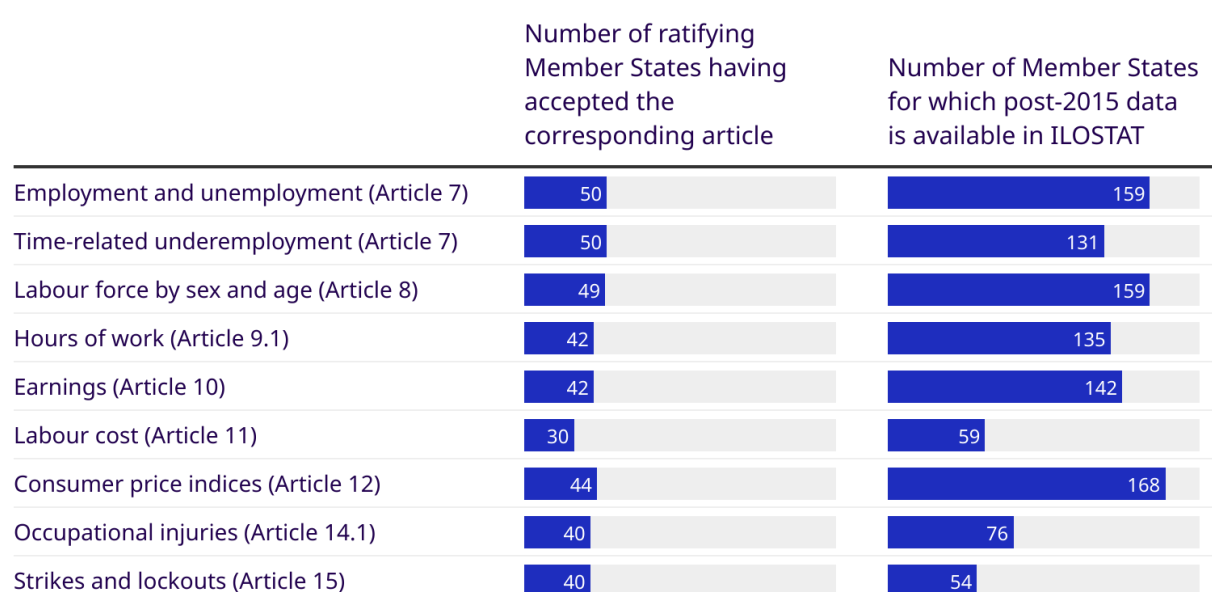
For statistics from other sources such as administrative records, establishment surveys and national accounts among others, the processes differ. For labour costs (Article 11), occupational injuries (Article 14.1) and industrial disputes (Article 15), the ILO sends an annual questionnaire to compile the statistics. Further information on this questionnaire is available in the [Guide to reporting labour statistics to the ILO using the Excel questionnaire](#). For consumer price indices (Article 12), the ILO imports the data from the IMF who is currently responsible for the compilation. Finally, for statistics of household income and expenditure (Article 13), the ILO does not currently compile the data consistently. The microdata files underlying household income and expenditure surveys may be compiled by the ILO in cases where there is no labour force survey or other household survey with a labour module.

C160 compliance

Compared to the number of Member States who are de facto complying with C160, or the number of Member States who could potentially ratify it without major efforts or implications, the current number of ratifications (51) is rather low. This is evidenced by the considerable difference between the number of Member States having ratified C160 and the number of Member States for which recent data on the key labour market indicators is available on ILOSTAT (see Figure 2).

ILOSTAT contains post-2015 data from a household survey – the source used for labour force indicators described in Articles 7, 8, 9.1 and 10 – for over 170 Member States, while C160 has been ratified and each relevant article accepted for 50 or fewer Member States. Similarly, consumer price data (Article 11) are available for 191 Member States, while only 44 Member States accepted the relevant article.

► **Figure 2. C160 ratification vs. data availability in ILOSTAT**



► Concluding remarks

Ratifying C160 on labour statistics is a vital and straightforward step for Member States committed to social justice and the development of effective labour market policies. The convention enhances the credibility of national labour statistics, fosters inter-agency collaboration, aligns with Sustainable Development Goals (SDGs), and builds statistical capacity. It ensures Member States have up-to-date and comprehensive labour statistics, crucial for informed policymaking and addressing employment challenges.

Importantly, ratification of C160 is neither costly nor burdensome. Many Member States already have the necessary systems in place for collecting and reporting labour market data and the ILO's data reporting process is streamlined. C160 reporting is also designed to be simple and flexible, allowing Member States to comply without significant additional effort, making it a practical and beneficial instrument to adopt.

Given this ease of implementation, it is notable that despite the current number of ratifications being relatively low, many Member States already comply with C160, providing key labour market data. Member States are encouraged to ratify C160 to strengthen their labour statistics systems and support global efforts towards sustainable economic growth and decent work for all. Ratification not only reflects a commitment to international statistical standards but also equips member States with the data necessary to navigate and resolve modern labour market issues effectively.

► Annex

C160 - Labour Statistics Convention, 1985 (No. 160)

Preamble

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 Seventy-first Session on 7 June 1985, and

Having decided upon the adoption of certain proposals with regard to the revision of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), which is the fifth item on the agenda of the session, and

Considering that these proposals should take the form of an international Convention,

adopts this twenty-fifth day of June of the year one thousand nine hundred and eighty-five the following Convention, which may be cited as the Labour Statistics Convention, 1985:

I. GENERAL PROVISIONS

Article 1

Each Member which ratifies this Convention undertakes that it will regularly collect, compile and publish basic labour statistics, which shall be progressively expanded in accordance with its resources to cover the following subjects:

- (a) economically active population, employment, where relevant unemployment, and where possible visible underemployment;
- (b) structure and distribution of the economically active population, for detailed analysis and to serve as benchmark data;
- (c) average earnings and hours of work (hours actually worked or hours paid for) and, where appropriate, time rates of wages and normal hours of work;
- (d) wage structure and distribution;
- (e) labour cost;
- (f) consumer price indices;
- (g) household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income;
- (h) occupational injuries and, as far as possible, occupational diseases; and
- (i) industrial disputes.

Article 2

In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics required under this Convention, Members shall take into consideration the latest standards and guidelines established under the auspices of the International Labour Organisation.

Article 3

In designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics required under this Convention, the representative organisations of employers and workers, where they exist, shall be consulted with a view to taking into account their needs and to ensuring their co-operation.

Article 4

Nothing in this Convention shall impose an obligation to publish or reveal data which could result in the disclosure in any way of information relating to an individual statistical unit, such as a person, a household, an establishment or an enterprise.

Article 5

Each Member which ratifies this Convention undertakes to communicate to the International Labour Office, as soon as practicable, the published statistics compiled in pursuance of the Convention and information concerning their publication, in particular-

- (a) the reference information appropriate to the means of dissemination used (titles and reference numbers in the case of printed publications and the equivalent descriptions in the case of data disseminated in other forms); and
- (b) the most recent dates or periods for which the different types of statistics are available, and the dates of their publication or release.

Article 6

Detailed descriptions of the sources, concepts, definitions and methodology used in collecting and compiling statistics in pursuance of this Convention shall be-

- (a) produced and updated to reflect significant changes;
- (b) communicated to the International Labour Office as soon as practicable; and
- (c) published by the competent national body.

II. BASIC LABOUR STATISTICS

Article 7

Current statistics of the economically active population, employment, where relevant unemployment, and where possible visible underemployment, shall be compiled in such a way as to be representative of the country as a whole.

Article 8

Statistics of the structure and distribution of the economically active population shall be compiled in such a way as to be representative of the country as a whole, for detailed analysis and to serve as benchmark data.

Article 9

1. Current statistics of average earnings and hours of work (hours actually worked or hours paid for) shall be compiled covering all important categories of employees and all important branches of economic activity, and in such a way as to be representative of the country as a whole.
2. Where appropriate, statistics of time rates of wages and normal hours of work shall be compiled covering important occupations or groups of occupations in important branches of economic activity, and in such a way as to be representative of the country as a whole.

Article 10

Statistics of wage structure and distribution shall be compiled covering employees in important branches of economic activity.

Article 11

Statistics of labour cost shall be compiled covering important branches of economic activity. Where possible, these statistics shall be consistent with data on employment and hours of work (hours actually worked or hours paid for) of the same scope.

Article 12

Consumer price indices shall be computed in order to measure variations over time in the prices of items representative of the consumption patterns of significant population groups or of the total population.

Article 13

Statistics of household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income shall be compiled covering all types and sizes of private households or families, and in such a way as to be representative of the country as a whole.

Article 14

1. Statistics of occupational injuries shall be compiled in such a way as to be representative of the country as a whole, covering, where possible, all branches of economic activity.
2. As far as possible, statistics of occupational diseases shall be compiled covering all branches of economic activity, and in such a way as to be representative of the country as a whole.

Article 15

Statistics of industrial disputes shall be compiled in such a way as to be representative of the country as a whole, covering, where possible, all branches of economic activity.

III. ACCEPTANCE OF OBLIGATIONS

Article 16

1. Each Member which ratifies this Convention shall, in pursuance of the general obligations referred to in Part I, accept the obligations of the Convention in respect of one or more of the Articles of Part II.
2. Each Member shall specify in its ratification the Article or Articles of Part II in respect of which it accepts the obligations of this Convention.
3. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of the Convention in respect of one or more of the Articles of Part II which were not already specified in its ratification. These notifications shall have the force of ratification as from the date of their communication.
4. Each Member which has ratified this Convention shall state, in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the position of its law and practice on the subjects covered by the Articles of Part II in respect of which it has not accepted the obligations of the Convention and the extent to which effect is given or is proposed to be given to the Convention in respect of such subjects.

Article 17

1. A Member may limit initially the scope of the statistics referred to in the Article or Articles of Part II in respect of which it has accepted the obligations of this Convention to specified categories of workers, sectors of the economy, branches of economic activity or geographical areas.

2. Each Member which limits the scope of the statistics in pursuance of paragraph 1 of this Article shall indicate in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the Article or Articles of Part II to which the limitation applies, stating the nature of and reasons for such limitation, and shall state in subsequent reports the extent to which it has been possible or it is proposed to extend the scope to other categories of workers, sectors of the economy, branches of economic activity or geographical areas.

3. After consulting the representative organisations of employers and workers concerned, a Member may, by a declaration communicated to the Director-General of the International Labour Office in the month following each anniversary of the coming into force of the Convention, introduce subsequent limitations on the technical scope of the statistics covered by the Article or Articles of Part II in respect of which it has accepted the obligations of the Convention. Such declarations shall take effect one year after the date on which they are registered. Each Member which introduces such limitations shall provide in its reports on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation the particulars referred to in paragraph 2 of this Article.

Article 18

This Convention revises the Convention concerning Statistics of Wages and Hours of Work, 1938.

IV. FINAL PROVISIONS

Article 19

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

Article 20

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 21

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.
3. After consulting the representative organisations of employers and workers concerned, a Member which has ratified this Convention may, after the expiration of five years from the date on which the Convention first comes into force, by a declaration communicated to the Director-General of the International Labour Office, withdraw its acceptance of the obligations of the Convention in respect of one or more of the Articles of Part II, provided that it maintains its acceptance of these obligations in

respect of at least one of these Articles. Such withdrawal shall not take effect until one year after the date on which it was registered.

4. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of five years mentioned in paragraph 3 of this Article, exercise the right of withdrawal provided for in that paragraph, shall be bound by the Articles of Part II in respect of which it has accepted the obligations of the Convention for another period of five years and, thereafter, may withdraw its acceptance of these obligations at the expiration of each period of five years under the terms provided for in this Article.

Article 22

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 Organisations.

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

Article 23

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 24

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 25

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 21 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 26

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

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